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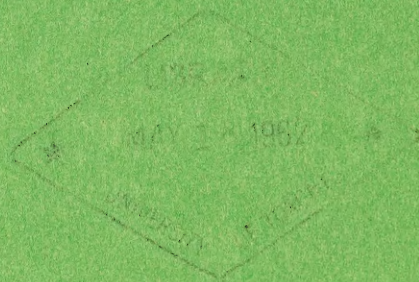
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Working conditions in
Canadian industry, 1961

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WORKING CONDITIONS IN CANADIAN INDUSTRY



1961

ECONOMICS AND RESEARCH BRANCH,
DEPARTMENT OF LABOUR, CANADA



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WORKING CONDITIONS
IN
CANADIAN INDUSTRY, 1961

ECONOMICS AND RESEARCH BRANCH
DEPARTMENT OF LABOUR
CANADA

Hon. Michael Starr, Minister

G.V. Haythorne, Deputy Minister



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FOREWORD

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This report draws together in tabular form information on working conditions of employees in most Canadian industries. The information presented is secured from the Survey of Working Conditions conducted in the spring of each year by the Economics and Research Branch of the Department of Labour.

These surveys secure information on conditions of employment in manufacturing, mining, public utilities, transportation and communication, trade, finance and service. Employers in these industrial groups are asked to report on the practice in their establishments regarding standard hours of work, vacations with pay, statutory holidays, overtime provisions, pension and group hospital-medical plans, and other conditions of employment.

The report was prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, Department of Labour. Much of the credit for its production must be given to more than 20,000 employers who co-operated in completing the survey questionnaire. To them we express our appreciation.

J.P. Francis,
Director,
Economics and Research Branch,
Department of Labour.

TABLE OF CONTENTS

Government
Publications

	Page
TECHNICAL NOTES	1
TABLE 1. — MANUFACTURING — CANADA — PLANT EMPLOYEES	6
TABLE 2 — MANUFACTURING — CANADA — OFFICE EMPLOYEES	11
TABLE 3 — MANUFACTURING — BY PROVINCE — PLANT EMPLOYEES	16
TABLE 4 — MANUFACTURING — BY PROVINCE — OFFICE EMPLOYEES	26
TABLE 5 — MANUFACTURING — CANADA — BY INDUSTRY GROUP — PLANT EMPLOYEES	36
FOOD AND BEVERAGES	36
Slaughtering and Meat Packing	36
Grain Mill Products	36
Bakery Products	36
Dairy Products	36
TOBACCO AND TOBACCO PRODUCTS	37
RUBBER PRODUCTS	37
Rubber Footwear	37
Tires and Tubes	37
LEATHER PRODUCTS	37
Boots and Shoes	37
TEXTILES (EXCEPT CLOTHING)	37
Cotton Yarn and Cloth	37
Woolen Yarn and Cloth	37
Synthetic and Silk Textiles	46
CLOTHING (TEXTILE AND FUR)	46
WOOD PRODUCTS	46
Sash, Door and Planing Mills	46
Sawmills	46
Wooden Furniture	47
PAPER PRODUCTS	47
Pulp and Paper	47
PRINTING, PUBLISHING AND ALLIED INDUSTRIES	47
IRON AND STEEL PRODUCTS	47
Machine Shop Products	47
Primary Iron and Steel	47
TRANSPORTATION EQUIPMENT	47
Aircraft and Parts	47
Railway and Rolling Stock Equipment	56
Motor Vehicles, Parts and Accessories	56
Shipbuilding and Repairing	56
NON-FERROUS METAL PRODUCTS	56
ELECTRICAL APPARATUS AND SUPPLIES	57
NON-METALLIC MINERAL PRODUCTS	57
PRODUCTS OF PETROLEUM AND COAL	57
Petroleum Refining and Products	57
CHEMICAL PRODUCTS	57
MISCELLANEOUS MANUFACTURING	57

TABLE OF CONTENTS - Continued

	Page
TABLE 6 - MANUFACTURING - CANADA - BY INDUSTRY GROUP - OFFICE EMPLOYEES	66
FOOD AND BEVERAGES	66
TOBACCO AND TOBACCO PRODUCTS	66
RUBBER PRODUCTS	66
LEATHER PRODUCTS	67
TEXTILES (EXCEPT CLOTHING)	67
CLOTHING (TEXTILE AND FUR)	67
WOOD PRODUCTS	67
PAPER PRODUCTS	67
PRINTING, PUBLISHING AND ALLIED INDUSTRIES	67
IRON AND STEEL PRODUCTS	76
TRANSPORTATION EQUIPMENT	76
NON-FERROUS METAL PRODUCTS	76
ELECTRICAL APPARATUS AND SUPPLIES	77
NON-METALLIC MINERAL PRODUCTS	77
PRODUCTS OF PETROLEUM AND COAL	77
CHEMICAL PRODUCTS	77
MISCELLANEOUS MANUFACTURING	77
TABLE 7 - MINING - CANADA - NON-OFFICE EMPLOYEES	86
METAL MINING	86
Gold Mining (auriferous quartz only)	86
Uranium Mining	86
Other Metal Mining	86
COAL MINING	87
NATURAL GAS	87
CRUDE OIL	87
NON-METAL MINING	87
QUARRYING, CLAY AND SAND PITS	87
PROSPECTING	87
TABLE 8 - TRANSPORTATION - CANADA - NON-OFFICE EMPLOYEES	96
AIR TRANSPORT	96
Operating Employees	96
Others	96
RAILWAY TRANSPORT	96
Running Trades	96
Others	96
URBAN AND SUBURBAN PASSENGER TRANSPORT	97
Operating Employees	97
Others	97
INTERURBAN BUS AND COACH TRANSPORT	97
Operating Employees	97
Others	97
TRUCKING	97
Operating Employees	97
Others	97
SERVICES INCIDENTAL TO WATER TRANSPORT	97

TABLE OF CONTENTS – Continued

	Page
TABLE 9 – TRANSPORTATION – CANADA – OFFICE EMPLOYEES	106
AIR TRANSPORT	106
RAILWAY TRANSPORT	106
URBAN AND SUBURBAN PASSENGER TRANSPORT	107
INTERURBAN BUS AND COACH TRANSPORT	107
TRUCKING	107
SERVICES INCIDENTAL TO WATER TRANSPORT	107
TABLE 10 – STORAGE – CANADA – NON-OFFICE EMPLOYEES	116
GRAIN ELEVATORS	116
STORAGE AND WAREHOUSING	116
TABLE 11 – STORAGE – CANADA – OFFICE EMPLOYEES	121
GRAIN ELEVATORS	121
STORAGE AND WAREHOUSING	121
TABLE 12 – PUBLIC UTILITIES AND COMMUNICATIONS – CANADA – NON-OFFICE EMPLOYEES	126
ELECTRIC POWER, GAS AND WATER UTILITIES	126
TELEPHONE COMMUNICATIONS	126
RADIO AND TELEVISION	126
TABLE 13 – PUBLIC UTILITIES AND COMMUNICATIONS – CANADA – OFFICE EMPLOYEES ..	131
ELECTRIC POWER, GAS AND WATER UTILITIES	131
TELEPHONE COMMUNICATIONS	131
RADIO AND TELEVISION	131
TABLE 14 – MUNICIPAL PUBLIC WORKS DEPARTMENTS – CANADA – NON-OFFICE EMPLOYEES	136
TABLE 15 – MUNICIPAL PUBLIC WORKS DEPARTMENTS – CANADA – OFFICE EMPLOYEES	141
TABLE 16 – SERVICE – CANADA – NON-OFFICE EMPLOYEES	146
HOTELS	146
RESTAURANTS	146
LAUNDRIES AND DRY CLEANING	146
TABLE 17 – TRADE – CANADA – NON-OFFICE EMPLOYEES	151
WHOLESALE TRADE	151
RETAIL TRADE	151
Sales Employees	151
Others	151

TABLE OF CONTENTS — Concluded

	Page
TABLE 18 — TRADE — CANADA — OFFICE EMPLOYEES	156
WHOLESALE TRADE	156
RETAIL TRADE	156
 TABLE 19 — FINANCE AND INSURANCE — CANADA — OFFICE EMPLOYEES	 161
BANKS	161
LIFE INSURANCE	161
NON-LIFE INSURANCE	161
INVESTMENT AND LOAN	161
 APPENDIX A — FORM OF QUESTIONNAIRE	 167

TECHNICAL NOTES

This report summarizes the information obtained from the Annual Survey of Working Conditions in Canadian Industry conducted by the Economics and Research Branch of the Canadian Department of Labour, on May 1, 1961.

Working Conditions Surveyed:

1. The term "working conditions", as used in these annual surveys, designates the wide range of conditions of employment other than straight-time wages or salaries which constitute an important part of the relationship between workers and their employers. It does not refer to the physical conditions of the work place, such as ventilation, light, heat, work space, or sanitation. The survey does not attempt to cover all items of working conditions each year. Items such as hours of work, paid statutory holidays, and vacations, which together with rates of remuneration are important aspects of the worker's take home pay, are dealt with each year; other items are dealt with at less frequent intervals.

2. The present report deals with the following working conditions: (1) standard work week; (2) overtime provisions; (3) paid statutory holidays; (4) vacations with pay; (5) paid bereavement leave; (6) paid jury duty leave; and (7) percentages of employees covered by collective agreements.

3. In addition to these subjects, the questionnaire, upon which information contained in this report is based, contained questions dealing with pay for work performed on paid holidays and separation pay. The answers to these questions indicated that a large number of respondents had not understood the significance of the questions as phrased.

4. The question on remuneration for work performed on paid statutory holidays asked for the "total rate of remuneration, i.e., straight time plus premium if any". Many respondents stated that their total rate of remuneration for work on such paid holidays was "straight time" or "time and a half". Since by definition a "paid holiday" is a day upon which a worker is paid the usual daily rate of pay and is not required to perform any work, a "total" remuneration of only "straight time" for work on such a day means that the day is not, in fact, being observed as a paid holiday. Similarly total remuneration at the rate of "time and a half" suggests that an employee required to work on a so called "paid holiday" is performing work at half the remuneration he would receive on a normal work day, since if he performed no work at all on such a "paid holiday", he would be paid at straight-time rates, and if required to work for "time and a half", this work would be paid for at only half the normal rates.

5. It is suspected that many of those who answered this question by stating they paid "straight-time" rates for work performed intended their answer to indicate that they paid a day's pay plus "straight-time" rates for work performed on such a day; similarly it is suspected that many of those replying that they paid "time and a half" really intended to indicate that they paid a day's pay for no work on such a holiday and if work was required of an employee they paid the usual day's pay plus remuneration for work performed at the rate of time and one half. If these assumptions are correct, and they have been checked in a number of instances, the answers given in the cases mentioned should have been "double time" or "double time and a half". Since it was impossible to check with all of the large number of respondents who answered Question 3(b) in this manner, it was decided not

to publish statistics on pay for work performed on paid holidays. This is not a new problem, however, and users of statistics on rates of remuneration for work performed on paid holidays, published in previous years, should bear in mind the above-mentioned limitations.

6. Question 5 of the questionnaire (see page 169) was framed with a view to obtaining information on the financial provisions made for workers whose jobs might disappear due to the introduction of labour-saving machinery or due to changes in the nature of goods or services produced by an employer, the production of which would call for skills which the employee did not possess and for the performance of which he could not economically be retrained. It was not intended to cover other types of separation pay or allowances such as those listed as exclusions in a footnote to the question. From the answers received however, it is evident that many of the respondents who replied to this question in the affirmative did, in fact, include those types of separation pay which the question had endeavoured to exclude. In view of this, and in order to avoid the dissemination of information which might be misleading, the compilations based on the answers to this question will not be published.

Coverage and Scope of Survey:

7. The survey of working conditions is conducted by means of a mailed questionnaire. In the years 1953 to 1959 the questionnaire was sent out as of April 1 requesting information on working conditions in effect on that date. In 1960 the survey date was changed to May 1, and it is planned to continue to use this date in future surveys.

8. Prior to 1959 the survey was based on a mailing list of approximately 14,000 establishments. For the 1959 survey the mailing list was enlarged by approximately 6,000 establishments. The object of this enlargement was to up-date the mailing list by adding establishments which have come into existence in recent years and to include establishments which formerly did not meet the criterion of at least 15 employees. Such large-scale revisions of the mailing list, as well as the smaller revisions made from year to year, also make possible the inclusion of certain industrial or commercial groups for which there had not formerly been sufficient information to warrant the publication of data.

Comparability of Annual Surveys:

9. As stated in paragraph 8, above, substantial additions were made to the mailing lists for the 1959 survey. To facilitate comparisons of working conditions in 1959 with those of previous years on the basis of similar establishment coverage, special tabulations were prepared for the 1959 report giving 1959 data for those establishments in the mailing list prior to its enlargement. These were published along side of tabulations based on establishments in the enlarged mailing lists. In the present report and in future reports only statistics based on the expanded mailing list will be published.

10. The Working Conditions Survey at its inception was designed to cover a universe of establishments having 15 or more employees. Prior to the 1959 survey, however, where the size of an establishment fell below 15 employees, it was usually retained in the expectation that its size would

increase again. In the course of time a considerable accumulation of these small establishments resulted, and it was decided that in the processing of the data for 1959 and subsequent years they would be eliminated. (They were, however, retained in those 1959 compilations prepared for the purpose of providing a basis of comparison of 1959 data with information for previous years.) In addition to information on all establishments with 15 or more employees, the statistics published in these reports include information on all establishments which are branches of multi-establishment firms and all establishments which come under federal jurisdiction by reason of legislation administered by the federal Department of Labour.

11. The universe of respondents from which annual survey statistical data is obtained varies somewhat from year to year as a result of the addition of new establishments to the mailing lists and owing to variations in response. In 1961, replies were obtained from 82 per cent of the establishments to which questionnaires were sent. In each annual survey second and third requests to reply to the survey are sent to all non-responding establishments and in the case of the larger employers, mailed requests are followed by telegraph and telephone contacts where necessary. It is safe to assume, therefore, that the percentage coverage of numbers of employees is considerably higher than the percentage coverage of establishments. Despite the "follow-up" procedures carried out each year, there will be some unavoidable minor differences in the composition of the body of respondents in some industrial or geographic groups. This fact should be borne in mind when analyzing variations in apparently comparable statistics from year to year.

12. It should also be noted that the wording of the questionnaire upon which each annual survey is based is carefully examined each year with a view to eliciting the most precise information possible. In many cases the wording of the questionnaire, in regard to a particular subject, will remain unchanged from year to year, but when it is found that a question has not been fully understood by respondents a more exact wording is sought. Users of this report seeking reasons for apparent changes in the incidence of certain working conditions should, therefore, be aware of the possible effects on the statistics of changes in the wording of the questionnaire. To assist readers to assess such changes, the 1959 report had as an appendix a copy of the questionnaire used and this practice has been continued.

13. Two subjects not formerly covered by annual surveys of working conditions are dealt with in the present report. These are "bereavement leave" and "jury duty leave". Information on "overtime rates" is dealt with more fully than in previous reports. Differentiation is made between overtime paid for work in excess of regular daily hours and in excess of regular weekly hours. Information has also been collected and published on "increased" overtime rates; such "increased" rates apply in cases where provision is made for increased rates where overtime work is required of employees in excess of a specified period of overtime work.

14. No other significant changes in subject matter or statistical treatment have been introduced in the 1961 survey with which the present report deals. However, anyone wishing to construct historical statistical series using this report in conjunction with the reports published for previous years, should consult paragraph 8 of the Technical Notes contained in **Working Conditions in Canadian Industry 1960** (pages 2 and 3). The attention of research workers wishing to construct historical series is also drawn to the final sentence of paragraph 1 of these notes, in which attention is drawn to the

fact that certain subjects are dealt with each year while others are dealt with periodically, but at intervals of more than one year, and occasionally a working conditions may be dealt with on an "ad hoc" basis.

Concepts and Definitions:

15. Employers are asked to submit reports for each of their "establishments". The term "establishment" refers to an operating unit having an independent existence in the sense that it contains within itself all of the elements needed for the activities carried on. Thus, the establishment is typically a factory, mine, store or similar unit; while in most cases it is a separate firm, it should be noted that the term "establishment" is not necessarily synonymous with "firm" or "company". In some cases it is necessary for an employer to group information for two or more of his operating units on the one survey return; in other cases it is necessary to complete separate returns for individual departments of his undertaking, although each may not be a separate entity in the usually accepted sense. For the sake of uniformity, therefore, the term "reporting unit" is used throughout this report.

16. Reporting units are classified on the basis of the industrial descriptions contained in the Standard Industrial Classification Manual of the Dominion Bureau of Statistics. Since some firms manufacture a variety of products or provide services of different kinds, there are cases where certain of the establishments of such firms are placed in different industrial classifications. Each reporting unit is requested to indicate on the questionnaire its specific activity or activities in order of importance by value of product or service. The whole unit is then classified according to the activity listed first.

17. For most subjects on the questionnaire, employers participating in the survey are asked to report separately for non-office and office workers. The term "non-office" is meant to include production, maintenance, technical and custodial workers. Non-office employees in manufacturing are referred to as "plant" workers. Clerical, administrative and professional workers are classed as "office" workers. In a few industries the division of employees differs somewhat. In retail trade, for instance, the groups are "sales", "office" and "other" employees, and in certain of the transportation groups, employers are asked to report separately for "operating", "office" and "other". Operating employees include drivers, crews, etc., while terminal employees, maintenance workers, warehousemen, etc., are classified under "other".

Compilation Procedures:

18. Returns are edited for errors and inconsistencies; the information they contain is then punched on mechanical tabulation cards. Information in regard to the various items is classified by industry and/or geographic area.

19. Prior to 1959 the information obtained from returns and transferred to mechanical tabulation cards was compiled by means of mechanical data processing machines. Since 1959, tabulations have been compiled through the use of an IBM 650 electronic computer. The main advantage expected from the electronic computer method of compilation as compared with previous methods is that it will be possible to undertake more varied tabulations with the data. It is anticipated that in future a large number of refinements in the interpretation of data will be made possible through the use of the electronic computer.

Tabular Presentation:

20. The statistics in the tables in this report are, for each working condition surveyed, percentages of the total number of employees covered in the appropriate industrial or geographical classifications. An exception to this type of tabulation is the distribution of reporting units given in Tables 1 and 2.

21. The data relating to collective agreements, presented for the first time in the 1959 report, refer to collective agreements with organizations coming within the scope of the directory section of the 1960 edition of **"Labour Organizations in Canada"**, published by the Economics and Research Branch, Department of Labour.

22. Tables 1 and 2 give information for 1960 and 1961 whereas the remaining tables deal with 1961 only.

23. Employers who respond to the survey questionnaire are requested to report on working conditions, as these apply to the majority of their employees, in each of the employment categories enumerated in paragraph 17, above. For this reason it cannot be deduced, for instance, from Table 1 that 68 per cent of the non-office employees in manufacturing in Canada, covered by the 1961 survey, work a standard schedule of 40 hours per week. It may be said, however, that 68 per cent of the non-office employees are in establishments in which the 40-hour week is the standard work schedule for the majority of non-office employees.

24. In Table 8, in the column headed "Railway Transport", "Running Trades" are shown as having "no established work week", they are also shown as having "no paid statutory holidays". The running trades in "Railway Transport", which comprise engineers, firemen, conductors and trainmen are reported by most railway companies on one return. About 60 per cent of the employees in these occupational groups are engaged on line passenger and freight service and their rates of pay are based on mileage rather than on a basis of time worked. The remaining employees, approximately 40 per cent, in these occupational groups are in yard service and in most cases work a 40 hour week and are granted seven paid statutory holidays. Following the procedure outlined in paragraph 23, above, the conditions prevailing for the majority of the employees covered by one return are those used in compilations

25. For manufacturing, the largest industrial group covered by the survey, distributions are given for both non-office and office employees by province and by major industrial groups. An additional industrial distribution of working conditions for non-office employees is given in Table 5. In this table, the columns with lower case headings contain information for selected smaller sub-divisions of manufacturing. These sub-divisions are shown immediately to the right of the major industrial groups of which they form a part.

Confidential Nature of Survey:

26. Information received by the Department of Labour from respondents to the Survey of Working Conditions is given on a confidential basis, and is used only for the compilation of statistical totals; care is exercised to avoid revealing the identity of any individual respondent. More detailed distributions of the information contained in the report, as well as information on industries not shown herein, may be available on request, subject to the limitations required to protect the confidential replies of participating employers.

Table 1 -- MANUFACTURING -- Canada -- Plant Employees

All percentages in this table denote proportions of the total number of reporting units and plant employees covered by the Survey. These coverage figures are given as Item 1, below. In comparing statistics for 1961 and 1960 refer to paragraphs 9 to 14 of the Technical Notes. Percentages of less than 0.5 are designated by a dash. Spaces which are entirely blank indicate that comparable information is not available.

		Reporting Units		Plant Employees	
		1961	1960	1961	1960
No.		No.	No.	No.	No.
1	Survey Coverage	8,320	8,028	778,475	809,736
		%	%	%	%
	Standard Work Week				
	Hours per Week				
2	Under 40 hours	5	4	4	3
3	40 hours	51	51	68	67
4	Over 40 and under 44 hours	9	9	8	10
5	44 hours	9	9	4	4
6	45 hours	10	11	8	8
7	Over 45 and under 48 hours	2	2	1	1
8	48 hours	7	7	4	4
9	Over 48 hours	6	6	3	3
	Days per Week				
10	Less than 5	—	—	—	—
11	5	80	80	90	90
12	More than 5	19	19	10	10
	Hours per Day				
13	Under 7½ hours	1		1	
14	7½ hours	4		4	
15	8 hours	63		74	
16	Over 8 hours	31		21	
17	No Standard Work Week	1	1	—	—
	Overtime Provisions				
18	Have daily overtime provisions only	18		25	
19	Have weekly overtime provisions only	15		10	
20	Have daily and weekly overtime provisions	45		56	
21	No overtime provisions	15		6	
22	No established policy	4		1	
23	No information	3		2	

Table 1 — MANUFACTURING — Canada — Plant Employees

— Continued —

		Reporting Units		Plant Employees	
		1961	1960	1961	1960
No.		%	%	%	%
	Overtime Paid After a Work Period of:				
24	Per day — Less than 8 hours	3		3	
25	8 hours	44		65	
26	More than 8 hours	16		13	
27	Per week — Less than 40 hours	2		2	
28	40 hours	31		46	
29	More than 40 hours	27		18	
	Daily Overtime Rates				
30	Initial rates — Time and a half	60		79	
31	Double time	—		—	
32	Other rates	2		1	
33	No information	1		1	
34	Increased rates — Double time	13		19	
35	Double time and a half	—		—	
36	Triple time	—		—	
37	Other	1		1	
	Weekly Overtime Rates				
38	Initial rates — Time and a half	57		64	
39	Double time	—		—	
40	Other rates	2		1	
41	No information	1		1	
42	Increased rates — Double time	9		11	
43	Double time and a half	—		—	
44	Triple time	—		—	
45	Other	1		1	

Table 1 — MANUFACTURING — Canada — Plant Employees

— Continued —

		Reporting Units		Plant Employees	
		1961	1960	1961	1960
No.		%	%	%	%
	Paid Statutory or Public Holidays				
46	Provide such paid holidays.....	89	89	96	96
47	Do not provide such holidays.....	8	7	3	3
48	No established policy	3	3	1	1
49	No information	—	1	—	—
	Number of Holidays per Year				
50	1 to 5 days	11	12	9	10
51	6 days	7	6	6	5
52	7 days	10	10	8	8
53	8 days	41	41	53	53
54	9 days	13	13	16	15
55	More than 9 days	4	3	3	3
56	Number not stated	3	4	1	2
	Vacations With Pay				
57	Provide vacations with pay	97	96	99	98
58	Do not provide vacations	1	3	—	1
59	No established policy	1	—	1	—
60	No information	1	1	—	1
61	Vacations increase with service	72	68	88	86
62	Two weeks	71	67	88	86
63	After: 1 year or less.....	23	20	23	20
64	2 years	14	13	13	14
65	3 years	14	14	26	26
66	4 years	2	1	2	1
67	5 years	16	17	23	24
68	More than 5 years	2	2	1	1
69	No information on service required	—	—	—	—

Table 1 — MANUFACTURING — Canada — Plant Employees

— Continued —

		Reporting Units		Plant Employees	
		1961	1960	1961	1960
No.		%	%	%	%
	Vacations With Pay — Concluded				
70	Three weeks	45	43	72	72
71	After: Less than 10 years	6	6	7	6
72	10 years	10	8	19	11
73	11 to 14 years	4	2	6	4
74	15 years	21	22	35	45
75	16 to 19 years	—	1	—	1
76	20 years	2	2	2	2
77	More than 20 years	2	2	3	3
78	No information on service required	—	—	—	—
79	Four weeks	12	11	33	31
80	After: Less than 25 years	3	2	4	4
81	25 years	9	8	27	25
82	More than 25 years	—	1	2	2
83	No information on service required	—	—	—	—
84	Vacations do not increase with service	25	28	11	12
85	One week	13	11	5	5
86	After: 1 year or less.....	12		5	
87	2 years	—		—	
88	More than 2 years	—		—	
89	No information on service required	1		—	
90	Two weeks	11	17	6	7
91	After: 1 year or less	11		6	
92	2 years	—		—	
93	More than 2 years	—		—	
94	No information on service required	—		—	
95	Three weeks or more	—		—	
96	No information on length of fixed vacation	1	—	—	—

Table 1 — MANUFACTURING — Canada — Plant Employees

— Concluded —

		Reporting Units		Plant Employees	
		1961	1960	1961	1960
No.		%	%	%	%
	Paid Bereavement Leave				
97	Provide paid bereavement leave	43		57	
98	Do not provide paid bereavement leave	26		23	
99	No established policy	29		19	
100	No information	2		1	
	Rate of Pay for Bereavement Leave				
101	Regular straight-time pay	34		44	
102	Less than regular straight-time pay	—		—	
103	No information	9		13	
	Number of Days for Which Pay is Granted				
	Full pay:				
104	1 day	3		4	
105	2 days	4		3	
106	3 days	19		31	
107	Other	3		3	
108	No information	5		3	
	Paid Jury Duty Leave				
109	Provide compensation for jury duty leave	31		48	
110	Do not provide compensation for jury duty leave	25		25	
111	No established policy	41		25	
112	No information	3		2	
	Rate of Pay for Jury Duty Leave				
113	Regular straight-time pay	13		11	
114	Difference between straight-time and jury duty fee	13		25	
115	Other	—		3	
116	No information	5		9	
	Collective Agreements				
117	Percentage of employees covered			67	66

Table 2 — MANUFACTURING — Canada — Office Employees

All percentages in this table denote proportions of the total number of reporting units and plant employees covered by the Survey. These coverage figures are given as Item 1, below. In comparing statistics for 1961 and 1960 refer to paragraphs 9 to 14 of the Technical Notes. Percentages of less than 0.5 are designated by a dash. Spaces which are entirely blank indicate that comparable information is not available.

		Reporting Units		Office Employees	
		1961	1960	1961	1960
No.		No.	No.	No.	No.
1	Survey Coverage	8,012	7,732	242,360	234,618
	Standard Work Week	%	%	%	%
	Hours per Week				
2	Under 35 hours.....	2		2	
3	35 hours.....	21	23 ⁽¹⁾	14	17 ⁽¹⁾
4	Over 35 and under 37½ hours	6	7	11	10
5	37½ hours.....	24	23	43	43
6	Over 37½ and under 40 hours.....	5	5	8	8
7	40 hours	26	26 26	18	18
8	Over 40 hours	15	15	4	4
	Days per Week				
9	Less than 5	—	—	—	—
10	5	83	83	96	95
11	More than 5	16	16	4	5
	Hours per Day				
12	Under 7½ hours	32		27	
13	7½ hours	26		46	
14	8 hours	35		26	
15	Over 8 hours	6		1	
16	No Standard Work Week	1	1	—	—
	Overtime Provisions				
17	Have daily overtime provisions only	6		17	
18	Have weekly overtime provisions only	3		7	
19	Have daily and weekly overtime provisions	14		34	
20	No overtime provisions	54		29	
21	No established policy	18		9	
22	No information	5		4	

(1) Includes under 35 hours.

Table 2 — MANUFACTURING — Canada — Office Employees

— Continued —

No.		Reporting Units		Office Employees	
		1961	1960	1961	1960
		%	%	%	%
	Compensation Provided After a Work Period of:				
23	Per day — Less than 7½ hours	4		8	
24	7½ hours	6		21	
25	8 hours	9		20	
26	More than 8 hours	1		2	
27	Per week — Less than 37½ hours	3		6	
28	37½ hours	5		14	
29	More than 37½ hours and under 40 hours	1		3	
30	40 hours	5		16	
31	More than 40 hours	3		2	
	Type of Compensation				
	Per day:				
	Monetary payments only:				
32	Straight time	5		11	
33	Time and a quarter	—		1	
34	Time and a half	10		28	
35	Double time	—		—	
36	Other monetary payment	1		3	
37	Compensating time off only	3		5	
38	Combination of monetary payment and time off	1		2	
39	No information	—		1	
	Per week:				
	Monetary payments only:				
40	Straight time	4		7	
41	Time and a quarter	—		1	
42	Time and a half	9		26	
43	Double time	—		—	
44	Other monetary payment	—		1	
45	Compensating time off only	3		5	
46	Combination of monetary payment and time off	1		1	
47	No information	—		—	

Table 2 — MANUFACTURING — Canada — Office Employees

— Continued —

		Reporting Units		Office Employees	
		1961	1960	1961	1960
No.		%	%	%	%
	Paid Statutory or Public Holidays				
48	Provide such paid holidays	91	90	99	99
49	Do not provide such holidays	7	7	1	1
50	No established policy	2	3	—	—
51	No information	—	—	—	—
	Number of Holidays per Year				
52	1 to 5 days	6	7	3	2
53	6 days	6	5	2	2
54	7 days	10	10	6	7
55	8 days	44	43	58	60
56	9 days	15	16	23	22
57	More than 9 days	6	6	6	5
58	Number not stated	4	3	1	1
	Vacations With Pay				
59	Provide vacations with pay	97	96	100	100
60	Do not provide vacations	1	3	—	—
61	No established policy	1	—	—	—
62	No information	1	1	—	—
63	Vacations increase with service	68	61	93	90
64	Two weeks	68	61	91	90
65	After: 1 year or less	47	42	82	79
66	2 years	13	11	7	7
67	3 years	3	3	1	1
68	4 years	—	—	—	—
69	5 years	4	3	1	2
70	More than 5 years	1	1	—	—
71	No information on service required	—	1	—	1

Table 2 — MANUFACTURING — Canada — Office Employees

— Continued —

No.		Reporting Units		Office Employees	
		1961	1960	1961	1960
		%	%	%	%
	Vacations With Pay — Concluded				
72	Three weeks.....	45	43	83	83
73	After: Less than 10 years	7	7	7	7
74	10 years	12	10	28	22
75	11 to 14 years	4	2	7	4
76	15 years	19	20	38	46
77	16 to 19 years	—	—	—	—
78	20 years	2	2	2	2
79	More than 20 years	1	2	1	2
80	No information on service required	—	—	—	—
81	Four weeks.....	14	13	41	37
82	After: Less than 25 years	4	3	7	5
83	25 years	10	9	31	28
84	More than 25 years	—	1	3	4
85	No information on service required	—	—	—	—
86	Vacations do not increase with service	29	35	7	10
87	One week	7	6	1	1
88	After: 1 year or less.....	6		1	
89	2 years	—		—	
90	More than 2 years	—		—	
91	No information on service required	1		—	
92	Two weeks	21	29	6	9
93	After: 1 year or less.....	20		6	
94	2 years	—		—	
95	More than 2 years	—		—	
96	No information on service required	1		—	
97	Three weeks or more.....	—	—	—	—
98	No information on length of fixed vacation	1		—	

Table 2 — MANUFACTURING — Canada — Office Employees

— Concluded —

No.		Reporting Units		Office Employees	
		1961	1960	1961	1960
		%	%	%	%
	Paid Bereavement Leave				
99	Provide paid bereavement leave.....	44		71	
100	Do not provide paid bereavement leave.....	24		12	
101	No established policy	30		16	
102	No information.....	2		1	
	Rate of Pay for Bereavement Leave				
103	Regular straight-time pay	42		67	
104	Less than regular straight-time pay.....	—		—	
105	No information.....	2		4	
	Number of Days for Which Pay is Granted				
	Full pay:				
106	1 day	3		2	
107	2 days	3		3	
108	3 days	19		36	
109	Other	8		17	
110	No information	9		9	
	Paid Jury Duty Leave				
111	Provide compensation for jury duty leave..	33		63	
112	Do not provide compensation for jury duty leave.....	23		15	
113	No established policy	41		21	
114	No information	3		1	
	Rate of Pay for Jury Duty Leave				
115	Regular straight-time pay	22		38	
116	Difference between straight-time and jury duty fee	9		21	
117	Other	—		1	
118	No information.....	2		3	
	Collective Agreements				
119	Percentage of employees covered.....			7	8

Table 3 — MANUFACTURING — By Province — Plant Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		Nfld.	P.E.I.	N.S.	N.B.
No.		No.	No.	No.	No.
	Survey Coverage				
1	Reporting units	64	18	213	166
2	Employees.....	5,766	771	18,510	13,702
	Standard Work Week	%	%	%	%
	Hours per Week				
3	Under 40 hours.....	—	—	1	—
4	40 hours.....	53	26	66	61
5	Over 40 hours.....	47	69	33	39
	Days per Week				
6	Less than 5	—	—	—	—
7	5	70	26	71	64
8	More than 5	30	69	29	36
	Hours per Day				
9	Under 7½ hours	1	—	—	—
10	7½ hours	—	—	2	—
11	8 hours	60	82	85	75
12	Over 8 hours	39	13	13	25
13	No Standard Work Week	—	5	—	—
	Overtime Provisions				
14	Have daily overtime provisions only	44	36	14	30
15	Have weekly overtime provisions only	2	—	7	6
16	Have daily and weekly overtime provisions	45	36	68	35
17	No overtime provisions	1	10	8	23
18	No established policy	1	18	2	3
19	No information	7	—	1	3

Table 3 — MANUFACTURING — By Province — Plant Employees

— Continued —

Que.	Ont.	Man.	Sask.	Alta.	B.C.	
No.	No.	No.	No.	No.	No.	No.
2,471	3,723	405	174	335	750	1
254,466	376,412	23,538	6,755	19,282	59,209	2
%	%	%	%	%	%	
4	5	8	6	2	5	3
58	72	70	75	71	86	4
38	23	20	19	27	9	5
—	—	—	—	—	—	6
88	94	84	83	81	92	7
12	6	14	17	19	8	8
—	—	2	—	—	2	9
3	4	3	—	1	3	10
65	77	81	96	90	93	11
32	19	12	4	9	2	12
—	—	2	—	—	—	13
33	23	18	14	15	15	14
14	9	14	4	2	—	15
44	58	61	80	79	81	16
5	7	5	—	1	2	17
1	1	1	—	1	1	18
3	2	1	2	2	1	19

Table 3 — MANUFACTURING — By Province — Plant Employees

— Continued —

		Nfld.	P.E.I.	N.S.	N.B.
		%	%	%	%
No.					
Overtime Paid After a Work Period of:					
20	Per day — Less than 8 hours	—	—	2	—
21	8 hours	51	66	75	61
22	More than 8 hours	38	6	5	4
23	Per week — Less than 40 hours	—	—	—	—
24	40 hours	23	5	57	28
25	More than 40 hours	24	31	18	13
Daily Overtime Rates					
26	Initial rates — Time and a half	85	72	78	64
27	Double time	1	—	—	—
28	Other rates	—	—	4	1
29	No information	3	—	—	—
30	Increased rates — Double time	19	23	35	15
31	Double time and a half	—	—	—	1
32	Triple time	—	—	—	—
33	Other	1	—	—	—
Weekly Overtime Rates					
34	Initial rates — Time and a half	41	36	72	40
35	Double time	1	—	—	—
36	Other rates	2	—	3	1
37	No information	3	—	—	—
38	Increased rates — Double time	8	—	33	7
39	Double time and a half	—	—	—	1
40	Triple time	—	—	—	—
41	Other	1	—	—	—

Table 3 — MANUFACTURING — By Province, Plant Employees

— Continued —

Que.	Ont.	Man.	Sask.	Alta.	B.C.	No.
%	%	%	%	%	%	
3	3	4	1	—	4	20
55	66	68	90	83	90	21
19	12	7	3	11	2	22
1	2	6	5	2	3	23
31	51	52	61	57	69	24
26	14	17	18	22	9	25
76	79	71	94	94	95	26
—	—	1	—	—	—	27
—	2	7	—	—	—	28
1	—	—	—	—	1	29
20	16	20	26	42	27	30
1	—	—	—	—	—	31
—	—	—	—	—	—	32
1	—	3	—	1	—	33
56	65	67	84	81	80	34
—	—	1	—	—	—	35
1	1	6	—	—	—	36
1	1	1	—	—	1	37
7	10	16	20	35	19	38
1	—	—	—	—	—	39
—	—	—	—	—	—	40
1	—	3	—	1	—	41

Table 3 — MANUFACTURING — By Province — Plant Employees

— Continued —

		Nfld.	P.E.I.	N.S.	N.B.
No.		%	%	%	%
Paid Statutory or Public Holidays					
42	Provide such paid holidays.....	84	67	92	87
43	Do not provide such holidays.....	15	26	5	12
44	No established policy	1	7	3	1
45	No information	—	—	—	—
Number of Holidays per Year					
46	1 to 5 days	52	1	10	16
47	6 days	3	25	9	16
48	7 days	7	15	7	6
49	8 days	8	2	54	37
50	9 days	9	24	6	11
51	More than 9 days	1	—	4	—
52	Number not stated	4	—	2	1
Vacations With Pay					
53	Provide vacations with pay	91	88	97	92
54	Do not provide vacations	3	9	1	3
55	No established policy	1	—	2	1
56	No information	5	3	—	4
57	Vacations increase with service	64	40	80	66
58	Two weeks	64	40	80	66
59	After: 1 year or less.....	14	5	11	11
60	2 years	3	11	18	7
61	3 years	1	22	27	12
62	4 years	—	—	1	—
63	5 years	46	—	22	35
64	More than 5 years	—	2	1	1
65	No information on service required	—	—	—	—

Table 3 — MANUFACTURING — By Province — Plant Employees

— Continued —

Que.	Ont.	Man.	Sask.	Alta.	B.C.	No.
%	%	%	%	%	%	
94	98	98	99	96	95	42
4	2	1	1	4	4	43
2	—	1	—	—	1	44
—	—	—	—	—	—	45
17	4	—	1	1	1	46
10	3	1	1	2	2	47
12	6	13	2	6	7	48
34	71	39	50	42	40	49
13	12	24	41	39	41	50
6	1	20	4	5	3	51
2	1	1	—	1	1	52
99	100	99	100	98	98	53
—	—	—	—	—	1	54
1	—	—	—	—	1	55
—	—	1	—	2	—	56
84	94	78	97	93	86	57
83	93	77	97	92	85	58
14	17	59	95	27	83	59
13	13	13	—	65	—	60
21	36	3	—	—	1	61
2	2	—	—	—	—	62
31	24	1	1	—	1	63
2	1	1	—	—	—	64
—	—	—	1	—	—	65

Table 3 — MANUFACTURING — By Province — Plant Employees

— Continued —

No.		Nfld.	P.E.I.	N.S.	N.B.
		%	%	%	%
	Vacations With Pay — Concluded				
66	Three weeks	53	21	56	50
67	After: Less than 10 years	—	—	2	3
68	10 years	45	—	6	18
69	11 to 14 years	1	21	1	2
70	15 years	7	—	42	22
71	16 to 19 years	—	—	—	1
72	20 years	—	—	4	—
73	More than 20 years	—	—	1	4
74	No information on service required	—	—	—	—
75	Four weeks	44	21	25	30
76	After: Less than 25 years	1	—	2	1
77	25 years	43	21	23	27
78	More than 25 years	—	—	—	2
79	No information on service required	—	—	—	—
80	Vacations do not increase with service ...	27	48	17	26
81	One week	14	7	9	9
82	After: 1 year or less	14	5	8	8
83	2 years	—	—	—	—
84	More than 2 years	—	—	—	—
85	No information on service required	—	2	1	1
86	Two weeks	13	41	8	17
87	After: 1 year or less	12	41	8	17
88	2 years	—	—	—	—
89	More than 2 years	—	—	—	—
90	No information on service required	1	—	—	—
91	Three weeks or more	—	—	—	—
92	No information on length of fixed vacation	—	—	—	—

Table 3 — MANUFACTURING — By Province — Plant Employees

— Continued —

Que.	Ont.	Man.	Sask.	Alta.	B.C.	No.
%	%	%	%	%	%	
64	78	68	96	74	83	66
2	3	5	91	5	55	67
21	19	15	3	21	19	68
6	6	14	—	20	2	69
27	46	31	2	28	7	70
—	1	—	—	—	—	71
2	2	2	—	—	—	72
6	1	1	—	—	—	73
—	—	—	—	—	—	74
31	37	22	29	34	29	75
3	5	9	13	8	6	76
25	31	13	16	26	23	77
3	1	—	—	—	—	78
—	—	—	—	—	—	79
15	6	21	3	5	12	80
8	4	1	—	2	1	81
7	4	1	—	1	—	82
—	—	—	—	—	—	83
—	—	—	—	—	—	84
1	—	—	—	1	1	85
7	2	20	2	3	11	86
7	2	20	2	2	11	87
—	—	—	—	1	—	88
—	—	—	—	—	—	89
—	—	—	—	—	—	90
—	—	—	1	—	—	91
—	—	—	—	—	—	92

Table 3 — MANUFACTURING — By Province — Plant Employees

— Concluded —

		Nfld.	P.E.I.	N.S.	N.B.
		%	%	%	%
No.					
Paid Bereavement Leave					
93	Provide paid bereavement leave	70	86	37	55
94	Do not provide paid bereavement leave	10	8	41	18
95	No established policy	18	6	21	26
96	No information	2	—	1	1
Rate of Pay for Bereavement Leave					
97	Regular straight-time pay	59	60	23	46
98	Less than regular straight-time pay	—	6	—	—
99	No information	11	20	14	9
Number of Days for Which Pay is Granted					
Full pay:					
100	1 day	—	22	—	4
101	2 days	3	7	2	3
102	3 days	55	4	16	29
103	Other	—	—	2	7
104	No information	1	27	3	3
Paid Jury Duty Leave					
105	Provide compensation for jury duty leave	20	44	26	28
106	Do not provide compensation for jury duty leave	55	13	45	40
107	No established policy	23	41	28	28
108	No information	2	2	1	4
Rate of Pay for Jury Duty Leave					
109	Regular straight-time pay	16	18	10	8
110	Difference between straight-time and jury duty fee	—	23	7	4
111	Other	—	—	4	—
112	No information	4	3	5	16
Collective Agreements					
113	Percentage of employees covered	72	32	69	57

Table 3 — MANUFACTURING — By Province — Plant Employees

— Concluded —

Que.	Ont.	Man.	Sask.	Alta.	B.C.	No.
%	%	%	%	%	%	
56	63	56	59	59	32	93
24	20	19	15	15	29	94
18	16	24	25	24	38	95
2	1	1	1	2	1	96
44	49	46	55	56	15	97
1	—	—	—	—	—	98
11	14	10	4	3	17	99
3	4	17	15	20	2	100
2	3	3	4	1	3	101
36	34	17	20	25	6	102
1	4	6	13	6	1	103
2	4	3	3	4	3	104
34	60	40	62	51	44	105
33	18	26	12	18	25	106
30	21	33	25	30	30	107
3	1	1	1	1	1	108
11	11	12	29	14	6	109
17	35	24	32	25	8	110
1	5	—	—	—	—	111
5	9	4	1	12	30	112
64	68	59	67	68	84	113

Table 4 — MANUFACTURING — By Province — Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		Nfld.	P.E.I.	N.S.	N.B.
		No.	No.	No.	No.
Survey Coverage					
1	Reporting units	63	17	203	159
2	Employees	1,253	202	3,240	2,469
Standard Work Week		%	%	%	%
Hours per Week					
3	Under 35 hours	1	—	6	4
4	35 hours	28	—	24	11
5	Over 35 and under 37½ hours	6	7	11	16
6	37½ hours	35	—	27	32
7	Over 37½ hours	30	93	32	37
Days per Week					
8	Less than 5	—	—	—	—
9	5	91	41	80	71
10	More than 5	9	59	20	29
Hours per Day					
11	Under 7½ hours	33	8	50	34
12	7½ hours	38	—	29	38
13	8 hours	24	91	19	26
14	Over 8 hours	5	1	2	2
15	No Standard Work Week	—	—	—	—
Overtime Provisions					
16	Have daily overtime provisions only	—	1	7	10
17	Have weekly overtime provisions only	2	—	2	1
18	Have daily and weekly overtime provisions	51	3	22	8
19	No overtime provisions	30	83	41	56
20	No established policy	16	11	15	22
21	No information	1	2	13	3

Table 4 — MANUFACTURING — By Province — Office Employees

— Continued —

Que.	Ont.	Man.	Sask.	Alta.	B.C.	
No.	No.	No.	No.	No.	No.	No.
2,372	3,634	381	168	321	693	1
75,035	131,793	6,748	2,146	6,399	13,067	2
%	%	%	%	%	%	
3	1	3	5	—	—	3
17	14	9	6	9	9	4
12	12	8	5	7	3	5
44	43	42	30	34	49	6
24	30	38	54	50	39	7
—	—	—	—	—	—	8
94	98	91	85	88	97	9
6	2	9	15	12	3	10
33	26	22	17	14	13	11
50	44	45	30	40	49	12
16	29	32	52	45	38	13
1	1	1	1	1	—	14
—	—	—	—	—	—	15
23	17	9	9	12	9	16
5	8	7	5	4	1	17
25	37	24	47	51	57	18
35	27	39	19	21	17	19
8	8	17	13	10	12	20
4	3	4	7	2	4	21

Table 4 — MANUFACTURING — By Province — Office Employees

— Continued —

Que.	Ont.	Man.	Sask.	Alta.	B.C.	No.
%	%	%	%	%	%	
10	8	3	5	6	4	22
26	21	12	7	9	24	23
10	23	18	43	39	38	24
2	2	—	1	9	—	25
5	7	3	4	1	3	26
14	14	17	9	5	21	27
4	2	1	4	5	1	28
6	21	7	27	32	29	29
1	1	3	8	12	4	30
16	9	14	2	10	2	31
1	1	—	—	1	—	32
18	35	11	43	42	42	33
—	—	—	3	—	—	34
4	2	3	—	5	3	35
6	4	2	3	4	12	36
3	2	3	5	1	7	37
—	1	—	—	—	—	38
7	7	11	2	10	1	39
—	1	—	—	1	—	40
17	31	9	41	40	37	41
—	—	—	1	—	—	42
2	1	—	—	—	2	43
3	4	8	3	3	12	44
1	1	3	5	1	6	45
—	—	—	—	—	—	46

Table 4 — MANUFACTURING — By Province — Office Employees

— Continued —

		Nfld.	P.E.I.	N.S.	N.B.
No.		%	%	%	%
Paid Statutory or Public Holidays					
47	Provide such paid holidays	96	69	95	97
48	Do not provide such holidays	4	29	3	3
49	No established policy	—	2	2	—
50	No information	—	—	—	—
Number of Holidays per Year					
51	1 to 5 days	56	—	2	7
52	6 days	1	16	1	8
53	7 days	3	8	9	14
54	8 days	10	10	52	43
55	9 days	4	35	22	21
56	More than 9 days	16	—	7	3
57	Number not stated	6	—	2	1
Vacations With Pay					
58	Provide vacations with pay	99	95	100	98
59	Do not provide vacations	1	1	—	1
60	No established policy	—	—	—	—
61	No information	—	4	—	1
62	Vacations increase with service	78	39	73	74
63	Two weeks	77	39	72	74
64	After: 1 year or less	74	33	53	67
65	2 years	3	3	7	6
66	3 years	—	—	11	—
67	4 years	—	—	—	—
68	5 years	—	—	1	1
69	More than 5 years	—	3	—	—
70	No information on service required	—	—	—	—

Table 4 — MANUFACTURING — By Province — Office Employees

— Continued —

		Nfld.	P.E.I.	N.S.	N.B.
		%	%	%	%
No.					
	Overtime Provisions — Concluded				
	Compensation Provided After a Work Period of:				
22	Per day — Less than 7½ hours	24	—	19	4
23	7½ hours	25	—	6	10
24	8 hours	1	4	4	3
25	More than 8 hours	1	—	—	1
26	Per week — Less than 37½ hours	24	—	14	—
27	37½ hours	26	—	5	4
28	More than 37½ hours and under 40 hours	—	—	2	—
29	40 hours	2	—	2	4
30	More than 40 hours	1	3	1	1
	Type of Compensation				
	Per day:				
	Monetary payments only:				
31	Straight time	—	1	7	4
32	Time and a quarter	—	—	3	—
33	Time and a half	1	3	1	8
34	Double time	—	—	—	—
35	Other monetary payment	—	—	7	—
36	Compensating time off only	49	—	11	6
37	Combination of monetary payment and time off	1	—	—	—
38	No information	—	—	—	—
	Per week:				
	Monetary payments only:				
39	Straight time	—	—	4	4
40	Time and a quarter	—	—	—	—
41	Time and a half	3	3	1	4
42	Double time	—	—	—	—
43	Other monetary payment	—	—	7	—
44	Compensating time off only	49	—	11	1
45	Combination of monetary payment and time off	1	—	1	—
46	No information	—	—	—	—

Table 4 — MANUFACTURING — By Province — Office Employees

— Continued —

Que.	Ont.	Man.	Sask.	Alta.	B.C.	No.
%	%	%	%	%	%	
98	99	98	100	98	98	47
1	1	1	—	2	2	48
1	—	1	—	—	—	49
—	—	—	—	—	—	50
5	1	—	1	—	1	51
5	1	—	1	—	1	52
15	2	5	1	4	1	53
48	73	14	38	37	8	54
16	20	25	46	41	82	55
7	1	52	4	15	4	56
2	1	2	9	1	1	57
100	100	100	100	100	100	58
—	—	—	—	—	—	59
—	—	—	—	—	—	60
—	—	—	—	—	—	61
92	95	86	99	90	88	62
90	93	86	98	89	88	63
81	82	81	97	60	86	64
5	7	4	—	29	1	65
1	2	—	—	—	—	66
—	—	—	—	—	—	67
2	1	1	—	—	—	68
1	1	—	—	—	—	69
—	—	—	1	—	1	70

Table 4 — MANUFACTURING — By Province — Office Employees

— Continued —

		Nfld.	P.E.I.	N.S.	N.B.
No.		%	%	%	%
	Vacations With Pay — Concluded				
71	Three weeks.....	68	32	59	54
72	After: Less than 10 years	4	—	9	1
73	10 years	53	—	8	26
74	11 to 14 years	6	32	1	6
75	15 years	5	—	35	19
76	16 to 19 years	—	—	—	—
77	20 years	—	—	4	—
78	More than 20 years	—	—	2	2
79	No information on service required	—	—	—	—
80	Four weeks.....	51	32	26	28
81	After: Less than 25 years	2	—	2	1
82	25 years	49	32	24	27
83	More than 25 years	—	—	—	—
84	No information on service required	—	—	—	—
85	Vacations do not increase with service	21	56	27	24
86	One week	1	3	2	1
87	After: 1 year or less.....	1	1	2	1
88	2 years	—	—	—	—
89	More than 2 years	—	—	—	—
90	No information on service required	—	2	—	—
91	Two weeks	19	53	24	23
92	After: 1 year or less.....	19	53	24	22
93	2 years	—	—	—	—
94	More than 2 years	—	—	—	—
95	No information on service required	—	—	—	1
96	Three weeks or more.....	1	—	—	—
97	No information on length of fixed vacation	—	—	1	—

Table 4 — MANUFACTURING — By Province — Office Employees

— Continued —

Que.	Ont.	Man.	Sask.	Alta.	B.C.	No.
%	%	%	%	%	%	
81	86	80	97	78	85	71
4	4	8	89	11	45	72
28	30	15	5	25	29	73
7	7	15	—	19	5	74
38	42	39	3	23	6	75
—	—	—	—	—	—	76
2	2	2	—	—	—	77
2	1	1	—	—	—	78
—	—	—	—	—	—	79
45	40	29	35	36	37	80
5	8	11	11	10	9	81
33	30	18	23	26	28	82
7	2	—	1	—	—	83
—	—	—	—	—	—	84
8	5	14	1	10	12	85
2	1	—	—	1	1	86
2	1	—	—	—	1	87
—	—	—	—	—	—	88
—	—	—	—	—	—	89
—	—	—	—	1	—	90
6	4	14	1	9	11	91
6	4	14	1	9	11	92
—	—	—	—	—	—	93
—	—	—	—	—	—	94
—	—	—	—	—	—	95
—	—	—	—	—	—	96
—	—	—	—	—	—	97

Table 4 — MANUFACTURING — By Province — Office Employees

— Continued —

		Nfld.	P.E.I.	N.S.	N.B.
No.		%	%	%	%
Paid Bereavement Leave					
98	Provide paid bereavement leave.....	74	93	50	61
99	Do not provide paid bereavement leave.....	8	4	33	12
100	No established policy	15	3	16	26
101	No information.....	3	—	1	1
Rate of Pay for Bereavement Leave					
102	Regular straight-time pay	72	93	46	58
103	Less than regular straight-time pay.....	—	—	—	—
104	No information.....	2	—	4	3
Number of Days for Which Pay is Granted					
Full pay:					
105	1 day	—	—	—	5
106	2 days	2	3	1	1
107	3 days	40	4	24	29
108	Other	27	58	7	11
109	No information	3	28	14	12
Paid Jury Duty Leave					
110	Provide compensation for jury duty leave..	27	52	44	40
111	Do not provide compensation for jury duty leave.....	54	4	27	29
112	No established policy	16	43	28	29
113	No information	3	1	1	2
Rate of Pay for Jury Duty Leave					
114	Regular straight-time pay	27	17	31	35
115	Difference between straight-time and jury duty fee	—	32	7	4
116	Other	—	2	—	—
117	No information.....	—	1	6	1
Collective Agreements					
118	Percentage of employees covered	20	—	—	3

Table 4 -- MANUFACTURING -- By Province -- Office Employees

-- Concluded --

Que.	Ont.	Man.	Sask.	Alta.	B.C.	No.
%	%	%	%	%	%	
75	72	61	60	71	44	98
11	12	11	10	10	18	99
13	15	27	29	18	36	100
1	1	1	1	1	2	101
70	68	56	50	66	43	102
—	—	—	—	—	—	103
5	4	5	10	5	1	104
1	2	3	6	1	2	105
3	3	4	4	3	3	106
42	37	21	13	34	12	107
14	19	16	17	23	10	108
10	7	12	10	5	16	109
56	70	46	61	50	52	110
18	12	20	7	22	14	111
24	17	33	31	27	32	112
2	1	1	1	1	2	113
36	41	16	45	32	31	114
18	24	27	10	15	17	115
1	2	1	1	—	—	116
1	3	2	5	3	4	117
10	7	1	3	1	8	118

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		Food and Beverages	Slaughtering and Meat Packing	Grain Mill Products	Bakery Products	Dairy Products
		No.	No.	No.	No.	No.
No.						
	Survey Coverage					
1	Reporting units	1,520	155	98	272	417
2	Employees.....	111,018	20,631	5,268	21,485	20,383
	Standard Work Week	%	%	%	%	%
	Hours per Week					
3	Under 40 hours.....	3	—	—	13	—
4	40 hours.....	58	68	81	24	70
5	Over 40 hours.....	38	31	19	62	29
	Days per Week					
6	Less than 5	—	—	—	—	1
7	5	78	79	85	74	78
8	More than 5	21	20	15	25	20
	Hours per Day					
9	Under 7½ hours	1	—	—	6	1
10	7½ hours	1	—	—	5	—
11	8 hours	71	74	89	51	82
12	Over 8 hours	26	25	11	37	16
13	No Standard Work Week	1	1	—	1	1
	Overtime Provisions					
14	Have daily overtime provisions only	17	22	25	12	17
15	Have weekly overtime provisions only	13	4	3	30	14
16	Have daily and weekly overtime provisions	54	55	64	41	47
17	No overtime provisions	9	5	7	12	14
18	No established policy	3	2	1	2	5
19	No information	4	12	—	3	3

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

Tobacco and Tobacco Products	Rubber Products	Rubber Footwear	Tires and Tubes	Leather Products	Boots and Shoes	Textiles (except Clothing)	Cotton Yarn and Cloth	Woollen Yarn and Cloth	No.
No.	No.	No.	No.	No.	No.	No.	No.	No.	
20 6,744	47 12,521	9 3,590	10 5,450	224 20,303	125 14,209	328 43,212	59 15,026	65 6,892	1 2
%	%	%	%	%	%	%	%	%	
—	1	—	2	1	2	—	—	2	3
83	65	1	98	29	20	59	86	33	4
17	34	99	—	70	78	41	14	65	5
—	—	—	—	—	—	—	—	—	6
89	99	100	100	86	83	87	99	74	7
11	1	—	—	14	17	13	1	26	8
—	—	—	—	—	—	—	—	—	9
—	—	—	—	—	—	—	—	—	10
88	67	—	99	36	28	68	86	49	11
12	33	100	1	64	72	32	14	51	12
—	—	—	—	—	—	—	—	—	13
51	51	51	53	11	8	24	3	23	14
4	11	29	—	33	39	15	3	27	15
32	37	20	47	33	28	56	89	47	16
13	1	—	—	19	23	3	2	2	17
—	—	—	—	2	1	—	—	—	18
—	—	—	—	2	1	2	3	1	19

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

		Food and Beverages	Slaughtering and Meat Packing	Grain Mill Products	Bakery Products	Dairy Products
No.		%	%	%	%	%
	Overtime Paid After a Work Period of:					
20	Per day — Less than 8 hours	1	—	—	5	—
21	8 hours	53	58	83	25	57
22	More than 8 hours	17	19	6	23	7
23	Per week — Less than 40 hours	2	—	—	10	—
24	40 hours	39	38	55	17	47
25	More than 40 hours	26	21	12	44	14
	Daily Overtime Rates					
26	Initial rates — Time and a half	69	77	89	53	63
27	Double time	—	—	—	—	—
28	Other rates	1	—	—	—	—
29	No information	1	—	—	—	1
30	Increased rates — Double time	13	34	14	1	7
31	Double time and a half	1	2	—	—	—
32	Triple time	—	—	—	—	—
33	Other	—	1	—	—	—
	Weekly Overtime Rates					
34	Initial rates — Time and a half	64	59	67	68	59
35	Double time	—	—	—	—	—
36	Other rates	2	—	—	1	1
37	No information	1	—	—	2	1
38	Increased rates — Double time	9	19	11	1	5
39	Double time and a half	1	2	—	—	—
40	Triple time	—	—	—	—	—
41	Other	1	4	—	—	—

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

Tobacco and Tobacco Products	Rubber Products	Rubber Footwear	Tires and Tubes	Leather Products	Boots and Shoes	Textiles (except Clothing)	Cotton Yarn and Cloth	Woollen Yarn and Cloth	No.
%	%	%	%	%	%	%	%	%	
—	—	—	—	—	—	—	—	—	20
83	64	1	99	16	11	60	84	29	21
—	24	70	1	28	25	20	8	41	22
—	—	—	—	1	1	—	—	—	23
32	29	—	46	12	9	44	84	17	24
4	19	49	1	53	57	27	8	57	25
83	88	71	100	43	35	79	92	70	26
—	—	—	—	—	—	—	—	—	27
—	—	—	—	1	1	1	—	—	28
—	—	—	—	—	—	—	—	—	29
54	10	—	20	1	1	5	3	3	30
—	—	—	—	—	—	1	—	—	31
—	—	—	—	—	—	—	—	—	32
—	—	—	—	1	—	—	—	1	33
36	48	49	47	65	66	70	92	73	34
—	—	—	—	—	—	—	—	—	35
—	—	—	—	1	1	1	—	1	36
—	—	—	—	—	—	—	—	—	37
4	10	—	20	2	2	1	—	3	38
—	—	—	—	—	—	1	—	—	39
—	—	—	—	—	—	—	—	—	40
—	—	—	—	2	2	—	—	1	41

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

		Food and Beverages	Slaughtering and Meat Packing	Grain Mill Products	Bakery Products	Dairy Products
No.		%	%	%	%	%
Paid Statutory or Public Holidays						
42	Provide such paid holidays.....	95	97	99	95	95
43	Do not provide such holidays.....	3	1	1	2	3
44	No established policy	2	2	—	3	2
45	No information	—	—	—	—	+
Number of Holidays per Year						
46	1 to 5 days	3	2	2	2	7
47	6 days	3	3	—	2	5
48	7 days	6	4	2	4	8
49	8 days	38	12	75	35	50
50	9 days	35	74	17	36	18
51	More than 9 days	9	1	1	15	5
52	Number not stated	1	1	2	1	2
Vacations With Pay						
53	Provide vacations with pay	99	99	100	100	100
54	Do not provide vacations	—	1	—	—	—
55	No established policy	1	—	—	—	—
56	No information	—	—	—	—	—
57	Vacations increase with service	88	94	95	90	92
58	Two weeks	87	93	95	89	90
59	After: 1 year or less.....	28	20	20	20	37
60	2 years	23	18	45	9	36
61	3 years	28	47	23	48	10
62	4 years	1	2	1	2	—
63	5 years	6	4	4	9	7
64	More than 5 years	1	2	1	1	—
65	No information on service required	—	—	1	—	—

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

Tobacco and Tobacco Products	Rubber Products	Rubber Footwear	Tires and Tubes	Leather Products	Boots and Shoes	Textiles (except Clothing)	Cotton Yarn and Cloth	Woollen Yarn and Cloth	No.
%	%	%	%	%	%	%	%	%	
99	99	100	100	85	82	97	99	94	42
1	1	—	—	13	16	2	—	5	43
—	—	—	—	2	2	1	1	1	44
—	—	—	—	—	—	—	—	—	45
—	—	—	—	13	17	6	—	1	46
—	1	—	—	16	17	5	2	9	47
1	1	—	—	12	9	8	1	12	48
5	15	20	3	25	20	62	91	54	49
4	82	80	97	9	6	13	5	14	50
83	—	—	—	5	6	2	—	4	51
6	—	—	—	5	7	1	—	—	52
100	100	100	100	99	100	99	100	98	53
—	—	—	—	—	—	—	—	1	54
—	—	—	—	—	—	1	—	1	55
—	—	—	—	1	—	—	—	—	56
99	99	100	100	55	44	93	99	91	57
99	99	100	100	55	44	93	98	91	58
61	5	1	2	20	21	11	4	4	59
34	8	12	8	6	2	6	5	12	60
—	58	—	90	10	2	12	8	7	61
—	1	—	—	—	—	3	1	8	62
—	27	87	—	18	18	60	80	56	63
4	—	—	—	—	—	1	—	4	64
—	—	—	—	1	1	—	—	—	65

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

		Food and Beverages	Slaughtering and Meat Packing	Grain Mill Products	Bakery Products	Dairy Products
		%	%	%	%	%
No.						
	Vacations With Pay — Concluded					
66	Three weeks	75	84	85	75	81
67	After: Less than 10 years	13	7	10	8	13
68	10 years	16	9	18	18	13
69	11 to 14 years	19	61	11	9	20
70	15 years	23	7	46	26	32
71	16 to 19 years	1	—	—	6	—
72	20 years	1	—	—	1	2
73	More than 20 years	2	—	—	7	1
74	No information on service required	—	—	—	—	—
75	Four weeks	39	72	24	20	36
76	After: Less than 25 years	12	5	14	3	14
77	25 years	27	67	10	17	22
78	More than 25 years	—	—	—	—	—
79	No information on service required	—	—	—	—	—
80	Vacations do not increase with service	11	5	5	10	8
81	One week	6	4	2	6	5
82	After: 1 year or less	6	4	1	6	4
83	2 years	—	—	—	—	—
84	More than 2 years	—	—	—	—	—
85	No information on service required	—	—	1	—	1
86	Two weeks	5	1	3	3	3
87	After: 1 year or less	5	1	2	3	3
88	2 years	—	—	—	—	—
89	More than 2 years	—	—	1	—	—
90	No information on service required	—	—	—	—	—
91	Three weeks or more	—	—	—	—	—
92	No information on length of fixed vacation	—	—	—	1	—

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

Tobacco and Tobacco Products	Rubber Products	Rubber Footwear	Tires and Tubes	Leather Products	Boots and Shoes	Textiles (except Clothing)	Cotton Yarn and Cloth	Woollen Yarn and Cloth	No.
%	%	%	%	%	%	%	%	%	
87	89	80	97	23	14	66	93	67	66
4	—	—	—	—	—	1	1	3	67
—	39	17	52	1	1	4	—	2	68
57	39	34	45	—	1	1	—	—	69
22	11	29	—	10	1	26	21	36	70
—	—	—	—	1	—	—	—	—	71
—	—	—	—	11	11	5	11	—	72
4	—	—	—	—	—	29	60	26	73
—	—	—	—	—	—	—	—	—	74
79	73	51	97	4	1	14	7	8	75
—	2	—	—	—	—	1	—	4	76
79	71	51	97	4	1	8	7	2	77
—	—	—	—	—	—	5	—	2	78
—	—	—	—	—	—	—	—	—	79
1	1	—	—	44	56	6	1	7	80
—	1	—	—	7	5	4	—	6	81
—	1	—	—	6	4	4	—	6	82
1	—	—	—	—	—	—	—	—	83
—	—	—	—	—	—	—	—	—	84
—	—	—	—	1	1	—	—	—	85
1	—	—	—	37	50	2	1	1	86
1	—	—	—	35	47	2	1	1	87
—	—	—	—	1	1	—	—	—	88
—	—	—	—	—	—	—	—	—	89
—	—	—	—	1	2	—	—	—	90
—	—	—	—	—	—	—	—	—	91
—	—	—	—	—	1	—	—	—	92

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Concluded —

No		Food and Beverages	Slaughtering and Meat Packing	Grain Mill Products	Bakery Products	Dairy Products
		%	%	%	%	%
	Paid Bereavement Leave					
93	Provide paid bereavement leave	73	85	78	73	66
94	Do not provide paid bereavement leave	10	5	7	11	10
95	No established policy	16	10	15	14	23
96	No information	1	—	—	2	1
	Rate of Pay for Bereavement Leave					
97	Regular straight-time pay	68	81	61	71	63
98	Less than regular straight-time pay	—	—	—	—	—
99	No information	5	4	17	2	3
	Number of Days for Which Pay is Granted					
	Full pay:					
100	1 day	17	70	11	4	3
101	2 days	4	4	3	5	1
102	3 days	36	4	43	55	48
103	Other	6	1	1	2	5
104	No information	5	2	3	5	6
	Paid Jury Duty Leave					
105	Provide compensation for jury duty leave	61	71	64	51	56
106	Do not provide compensation for jury duty leave	14	11	20	20	16
107	No established policy	24	17	15	27	27
108	No information	1	1	1	2	1
	Rate of Pay for Jury Duty Leave					
109	Regular straight-time pay	18	4	7	20	21
110	Difference between straight-time and jury duty fee	37	65	37	29	34
111	Other	—	—	—	—	—
112	No information	6	2	20	2	1
	Collective Agreements					
113	Percentage of employees covered	59	76	73	49	61

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

Tobacco and Tobacco Products	Rubber Products	Rubber Footwear	Tires and Tubes	Leather Products	Boots and Shoes	Textiles (except Clothing)	Cotton Yarn and Cloth	Woollen Yarn and Cloth	No.
%	%	%	%	%	%	%	%	%	
91	84	51	100	29	27	32	19	33	93
1	9	29	—	43	44	35	26	51	94
8	7	20	—	27	28	32	53	13	95
—	—	—	—	1	1	1	2	3	96
91	74	17	100	18	13	25	13	24	97
—	—	—	—	2	3	—	—	—	98
—	10	34	—	9	11	7	6	9	99
—	—	—	—	1	—	1	—	1	100
—	—	—	—	6	8	3	—	1	101
84	72	17	98	7	3	16	11	12	102
—	2	—	2	1	1	1	—	—	103
7	—	—	—	3	1	4	2	10	104
91	89	68	100	16	15	22	15	23	105
1	1	—	—	30	26	52	70	48	106
8	10	32	—	51	55	24	13	25	107
—	—	—	—	3	4	2	2	4	108
8	2	—	2	5	6	5	4	5	109
83	68	17	98	5	4	12	2	14	110
—	—	—	—	—	—	1	2	—	111
—	19	51	—	6	5	4	7	4	112
80	86	81	96	39	36	71	83	70	113

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

No.		Synthetic and Silk Textiles	Clothing (Textile and Fur)	Hosiery and Knit Goods	Wood Products	Sash, Door and Planing Mills	Sawmills
		No.	No.	No.	No.	No.	No.
	Survey Coverage						
1	Reporting units	35	995	156	1,118	269	355
2	Employees.....	10,380	62,912	11,912	66,859	11,075	23,286
	Standard Work Week	%	%	%	%	%	%
	Hours per Week						
3	Under 40 hours.....	—	7	1	—	—	—
4	40 hours.....	37	61	30	49	36	61
5	Over 40 hours.....	63	31	65	51	64	38
	Days per Week						
6	Less than 5	—	—	—	—	1	—
7	5	74	92	85	77	59	68
8	More than 5	26	7	11	23	40	31
	Hours per Day						
9	Under 7½ hours	—	—	—	—	—	—
10	7½ hours	—	6	—	—	—	—
11	8 hours	59	66	37	57	54	69
12	Over 8 hours	41	27	59	43	46	30
13	No Standard Work Week	—	1	4	—	—	1
	Overtime Provisions						
14	Have daily overtime provisions only	52	23	14	14	14	10
15	Have weekly overtime provisions only	17	17	27	10	15	4
16	Have daily and weekly overtime provisions	29	39	34	59	49	64
17	No overtime provisions	1	11	15	13	18	16
18	No established policy	—	5	7	3	2	5
19	No information	1	5	3	1	2	1

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

Wooden Furniture	Paper Products	Pulp and Paper	Printing Publishing and Allied Industries	Iron and Steel Products	Machine Shop Products	Primary Iron and Steel	Transportation Equipment	Aircraft and Parts	
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
237	341	114	565	1,094	105	26	324	37	1
13,320	70,847	52,682	31,670	116,477	3,063	29,032	71,468	18,598	2
%	%	%	%	%	%	%	%	%	
—	—	—	64	4	—	—	—	—	3
30	90	95	28	77	38	100	87	96	4
70	10	5	8	19	62	—	13	4	5
—	—	—	—	—	—	—	—	—	6
91	94	92	97	97	73	100	97	100	7
9	6	8	3	3	27	—	3	—	8
—	1	1	3	—	—	—	—	—	9
—	—	—	53	4	—	—	—	—	10
33	93	98	38	79	54	100	89	96	11
67	6	1	6	17	46	—	11	4	12
—	—	—	—	—	—	—	—	—	13
18	33	35	41	23	32	15	34	68	14
6	3	1	7	8	12	—	2	1	15
65	62	62	46	65	48	85	60	30	16
7	1	1	3	2	5	—	2	1	17
3	—	—	1	1	1	—	—	—	18
1	1	1	2	1	2	—	2	—	19

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

No.		Synthetic and Silk Textiles	Clothing (Textile and Fur)	Hosiery and Knit Goods	Wood Products	Sash, Door and Planing Mills	Sawmills
		%	%	%	%	%	%
	Overtime Paid After a Work Period of:						
20	Per day — Less than 8 hours	—	4	—	—	1	—
21	8 hours	53	43	21	49	40	64
22	More than 8 hours	28	15	27	24	22	10
23	Per week — Less than 40 hours	—	4	—	—	—	—
24	40 hours	13	34	16	35	26	52
25	More than 40 hours	33	18	45	34	38	16
	Daily Overtime Rates						
26	Initial rates — Time and a half	81	57	42	71	59	72
27	Double time	—	—	—	—	—	—
28	Other rates	—	4	6	1	3	1
29	No information	—	1	—	1	1	1
30	Increased rates — Double time	16	1	1	5	6	2
31	Double time and a half	4	—	—	—	—	—
32	Triple time	—	—	—	—	—	—
33	Other	—	1	1	1	—	1
	Weekly Overtime Rates						
34	Initial rates — Time and a half	46	51	55	66	61	66
35	Double time	—	—	—	—	—	—
36	Other rates	—	4	6	2	2	1
37	No information	—	1	—	1	1	1
38	Increased rates — Double time	1	1	3	3	4	1
39	Double time and a half	4	—	—	—	—	—
40	Triple time	—	—	—	—	—	—
41	Other	—	1	1	1	—	1

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

Wooden Furniture	Paper Products	Pulp and Paper	Printing Publishing and Allied Industries	Iron and Steel Products	Machine Shop Products	Primary Iron and Steel	Transportation Equipment	Aircraft and Parts	No.
%	%	%	%	%	%	%	%	%	
—	—	—	53	—	—	—	—	—	20
25	90	97	29	76	49	100	87	95	21
58	5	—	5	12	31	—	7	3	22
—	—	—	32	—	—	—	—	—	23
10	58	61	15	60	26	85	57	27	24
61	7	2	6	13	34	—	5	4	25
81	94	97	86	88	77	100	93	97	26
—	—	—	1	—	2	—	—	—	27
1	1	—	—	—	1	—	—	—	28
1	—	—	—	—	—	—	1	1	29
8	10	2	62	25	34	15	34	65	30
1	—	—	—	—	—	—	—	—	31
—	—	—	—	—	—	—	—	—	32
1	2	2	—	—	—	—	—	—	33
69	64	63	52	73	58	85	62	30	34
—	—	—	—	—	1	—	—	—	35
2	1	—	1	—	1	—	—	—	36
—	—	—	—	—	—	—	—	1	37
3	7	2	31	19	25	15	10	12	38
1	—	—	—	—	—	—	—	—	39
—	—	—	—	—	—	—	—	—	40
—	2	2	—	—	—	—	—	—	41

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

		Synthetic and Silk Textiles	Clothing (Textile and Fur)	Hosiery and Knit Goods	Wood Products	Sash, Door and Planing Mills	Sawmills
No.		%	%	%	%	%	%
Paid Statutory or Public Holidays							
42	Provide such paid holidays.....	97	92	82	85	78	76
43	Do not provide such holidays.....	3	6	12	13	20	20
44	No established policy	—	2	6	2	2	4
45	No information	—	—	—	—	—	—
Number of Holidays per Year							
46	1 to 5 days	12	24	19	15	16	9
47	6 days	—	25	9	6	8	3
48	7 days	16	16	15	8	7	4
49	8 days	38	17	29	44	34	47
50	9 days	31	4	4	7	8	11
51	More than 9 days	—	4	2	2	1	—
52	Number not stated	—	2	4	3	4	2
Vacations With Pay							
53	Provide vacations with pay	100	99	98	95	94	89
54	Do not provide vacations	—	—	—	2	3	5
55	No established policy	—	1	2	1	1	3
56	No information	—	—	—	2	2	3
57	Vacations increase with service	93	64	75	70	59	62
58	Two weeks	93	63	74	69	58	61
59	After: 1 year or less.....	25	13	3	31	25	49
60	2 years	—	22	9	4	6	1
61	3 years	7	10	12	11	6	2
62	4 years	—	2	2	1	1	—
63	5 years	61	14	45	20	18	7
64	More than 5 years	—	2	3	2	2	2
65	No information on service required	—	—	—	—	—	—

Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

[illegible]

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

No.		Synthetic and Silk Textiles	Clothing (Textile and Fur)	Hosiery and Knit Goods	Wood Products	Sash, Door and Planing Mills	Sawmills
		%	%	%	%	%	%
	Vacations With Pay — Concluded						
66	Three weeks	34	17	30	48	36	56
67	After: Less than 10 years	—	—	—	29	21	50
68	10 years	13	4	2	2	1	1
69	11 to 14 years	2	—	—	—	1	—
70	15 years	18	7	12	12	7	4
71	16 to 19 years	—	—	—	1	1	—
72	20 years	1	4	10	3	5	1
73	More than 20 years	—	2	6	1	—	—
74	No information on service required	—	—	—	—	—	—
75	Four weeks	30	1	1	7	12	5
76	After: Less than 25 years	—	—	—	—	—	—
77	25 years	18	1	1	7	12	5
78	More than 25 years	12	—	—	—	—	—
79	No information on service required	—	—	—	—	—	—
80	Vacations do not increase with service	7	35	23	25	35	27
81	One week	5	12	19	15	23	12
82	After: 1 year or less	5	11	17	14	22	11
83	2 years	—	—	—	—	—	—
84	More than 2 years	—	—	—	—	—	—
85	No information on service required	—	1	2	1	1	1
86	Two weeks	2	22	4	9	11	14
87	After: 1 year or less	2	21	4	8	11	12
88	2 years	—	—	—	—	—	1
89	More than 2 years	—	—	—	—	—	—
90	No information on service required	—	1	—	1	—	1
91	Three weeks or more	—	—	—	—	—	—
92	No information on length of fixed vacation	—	1	—	1	1	1

Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

[illegible]

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

		Synthetic and Silk Textiles	Clothing (Textile and Fur)	Hosiery and Knit Goods	Wood Products	Sash, Door and Planing Mills	Sawmills
		%	%	%	%	%	%
No							
	Paid Bereavement Leave						
93	Provide paid bereavement leave	50	23	14	24	22	20
94	Do not provide paid bereavement leave	41	40	47	39	37	43
95	No established policy	9	34	37	35	39	36
96	No information	—	3	2	2	2	1
	Rate of Pay for Bereavement Leave						
97	Regular straight-time pay	44	10	7	12	13	7
98	Less than regular straight-time pay	—	—	—	—	—	—
99	No information	6	13	7	12	9	13
	Number of Days for Which Pay is Granted						
	Full pay:						
100	1 day	4	1	—	1	3	—
101	2 days	9	1	2	2	2	1
102	3 days	28	3	3	4	3	1
103	Other	—	2	—	1	1	—
104	No information	3	3	2	4	4	5
	Paid Jury Duty Leave						
105	Provide compensation for jury duty leave	33	16	13	25	17	27
106	Do not provide compensation for jury duty leave	41	29	32	34	34	37
107	No established policy	26	51	53	39	47	36
108	No information	—	4	2	2	2	—
	Rate of Pay for Jury Duty Leave						
109	Regular straight-time pay	4	8	4	5	7	1
110	Difference between straight-time and jury duty fee	28	2	8	5	7	3
111	Other	—	1	—	—	—	—
112	No information	1	5	1	15	3	23
	Collective Agreements						
113	Percentage of employees covered	68	48	35	53	44	62

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

Wooden Furniture	Paper Products	Pulp and Paper	Printing Publishing and Allied Industries	Iron and Steel Products	Machine Shop Products	Primary Iron and Steel	Transportation Equipment	Aircraft and Parts	No.
%	%	%	%	%	%	%	%	%	
28	81	83	62	59	37	48	58	96	93
33	10	9	13	22	29	31	27	2	94
32	8	7	24	18	32	21	11	2	95
7	1	1	1	1	2	—	4	—	96
15	78	81	52	35	20	13	35	86	97
1	—	—	—	—	—	—	—	—	98
12	3	2	10	24	17	35	23	10	99
—	1	—	11	4	4	2	2	3	100
3	1	—	3	3	3	—	1	—	101
9	73	81	24	21	7	10	28	71	102
—	1	—	6	4	—	—	3	11	103
3	2	—	8	3	6	1	1	1	104
21	27	22	48	56	19	62	71	96	105
33	53	60	18	21	32	17	13	—	106
39	19	17	32	22	46	21	13	4	107
7	1	1	2	1	3	—	3	—	108
11	4	—	22	9	8	—	3	6	109
6	5	—	21	40	1	59	30	84	110
1	—	—	1	1	—	—	26	5	111
3	18	22	4	6	10	3	12	1	112
40	91	97	55	72	32	74	87	84	113

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

No.		Railway and Rolling Stock Equipment	Motor Vehicles, Parts and Accessories	Shipbuilding and Repairing	Non-ferrous Metal Products
		No.	No.	No.	No.
	Survey Coverage				
1	Reporting units	14	128	61	269
2	Employees.....	3,192	33,827	13,109	39,631
	Standard Work Week	%	%	%	%
	Hours per Week				
3	Under 40 hours.....	—	—	—	—
4	40 hours.....	100	93	67	79
5	Over 40 hours.....	—	7	33	21
	Days per Week				
6	Less than 5	—	—	—	—
7	5	100	98	96	91
8	More than 5	—	2	4	9
	Hours per Day				
9	Under 7½ hours	—	—	—	—
10	7½ hours	—	—	—	1
11	8 hours	100	94	71	88
12	Over 8 hours	—	6	29	11
13	No Standard Work Week	—	—	—	—
	Overtime Provisions				
14	Have daily overtime provisions only	14	8	59	20
15	Have weekly overtime provisions only	—	3	—	8
16	Have daily and weekly overtime provisions	86	87	31	66
17	No overtime provisions	—	2	1	4
18	No established policy	—	—	—	1
19	No information	—	—	9	1

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Petroleum Refining and Products	Chemical Products	Miscellaneous Manufacturing	
No.	No.	No.	No.	No.	No.	No.
288	315	59	43	434	379	1
42,874	23,354	8,379	7,420	30,908	19,298	2
%	%	%	%	%	%	
—	—	—	—	5	2	3
87	40	97	98	85	57	4
13	60	3	2	10	41	5
—	—	—	—	—	—	6
100	72	97	99	97	92	7
—	28	3	1	3	8	8
1	—	—	—	—	—	9
—	—	—	—	4	2	10
86	71	100	100	89	61	11
13	29	—	—	7	37	12
—	—	—	—	—	—	13
34	18	27	30	39	21	14
6	7	2	1	4	23	15
57	67	67	67	50	41	16
2	5	1	1	3	11	17
—	1	—	—	1	3	18
1	2	3	1	3	1	19

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

No.		Railway and Rolling Stock Equipment	Motor Vehicles, Parts and Accessories	Shipbuilding and Repairing	Non-ferrous Metal Products
		%	%	%	%
	Overtime Paid After a Work Period of:				
20	Per day — Less than 8 hours	—	—	—	1
21	8 hours	100	92	69	82
22	More than 8 hours	—	3	21	3
23	Per week — Less than 40 hours	—	—	—	—
24	40 hours	86	85	28	58
25	More than 40 hours	—	5	3	16
	Daily Overtime Rates				
26	Initial rates — Time and a half	100	95	90	86
27	Double time	—	—	—	—
28	Other rates	—	—	—	—
29	No information	—	—	—	—
30	Increased rates — Double time	32	3	74	7
31	Double time and a half	—	—	—	—
32	Triple time	—	—	—	—
33	Other	—	—	—	—
	Weekly Overtime Rates				
34	Initial rates — Time and a half	86	90	31	74
35	Double time	—	—	—	—
36	Other rates	—	—	—	—
37	No information	—	—	—	—
38	Increased rates — Double time	21	3	24	7
39	Double time and a half	—	—	—	—
40	Triple time	—	—	—	—
41	Other	—	—	—	—

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Petroleum Refining and Products	Chemical Products	Miscellaneous Manufacturing	No.
%	%	%	%	%	%	
—	—	—	—	3	1	20
82	62	94	97	80	39	21
9	23	—	—	6	22	22
—	—	—	—	3	1	23
50	38	67	68	44	33	24
13	36	2	—	7	30	25
89	83	90	94	83	59	26
—	—	3	3	—	—	27
2	1	—	—	6	2	28
—	1	1	—	—	1	29
46	22	69	77	32	10	30
1	—	6	7	—	—	31
—	—	—	—	—	—	32
1	—	—	—	—	—	33
61	72	65	65	54	60	34
—	—	3	3	—	—	35
2	1	—	—	—	3	36
—	1	1	—	—	1	37
24	19	46	51	14	8	38
—	—	6	7	—	—	39
—	—	—	—	—	—	40
—	—	—	—	—	—	41

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

		Railway and Rolling Stock Equipment	Motor Vehicles, Parts and Accessories	Shipbuilding and Repairing	Non-ferrous Metal Products
No.		%	%	%	%
Paid Statutory or Public Holidays					
42	Provide such paid holidays.....	100	100	97	99
43	Do not provide such holidays.....	—	—	3	1
44	No established policy	—	—	—	—
45	No information	—	—	—	—
Number of Holidays per Year					
46	1 to 5 days	—	1	4	5
47	6 days	—	1	1	3
48	7 days	—	4	1	21
49	8 days	100	89	69	61
50	9 days	—	3	22	8
51	More than 9 days	—	—	—	—
52	Number not stated	—	2	—	1
Vacations With Pay					
53	Provide vacations with pay	100	100	99	100
54	Do not provide vacations	—	—	1	—
55	No established policy	—	—	—	—
56	No information	—	—	—	—
57	Vacations increase with service	100	98	94	95
58	Two weeks	94	98	94	95
59	After: 1 year or less.....	—	4	18	12
60	2 years	19	2	1	29
61	3 years	23	27	8	43
62	4 years	—	4	13	1
63	5 years	49	61	54	9
64	More than 5 years	3	—	—	1
65	No information on service required	—	—	—	—

Table — 5 MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Petroleum Refining and Products	Chemical Products	Miscellaneous Manufacturing	No.
%	%	%	%	%	%	
99	93	100	100	100	93	42
—	5	—	—	—	6	43
1	2	—	—	—	1	44
—	—	—	—	—	—	45
3	4	1	—	1	8	46
1	2	—	—	1	7	47
3	5	1	1	8	10	48
84	63	8	—	61	59	49
7	15	89	98	27	5	50
—	2	1	1	1	2	51
1	2	—	—	1	2	52
100	98	99	100	100	100	53
—	—	—	—	—	—	54
—	1	—	—	—	—	55
—	1	1	—	—	—	56
97	87	98	100	98	84	57
96	87	98	100	98	83	58
28	18	87	98	49	19	59
9	15	9	2	28	12	60
34	16	2	—	14	22	61
2	1	—	—	1	3	62
22	36	—	—	4	25	63
1	1	—	—	—	2	64
—	—	—	—	2	—	65

Table 5 - MANUFACTURING - Canada - By Industry Group - Plant Employees

- Continued -

No.		Railway and Rolling Stock Equipment	Motor Vehicles, Parts and Accessories	Shipbuilding and Repairing	Non-ferrous Metal Products
		%	%	%	%
	Vacations With Pay - Concluded				
66	Three weeks	100	91	89	85
67	After: Less than 10 years	15	—	1	4
68	10 years	—	2	28	32
69	11 to 14 years	6	1	3	1
70	15 years	79	87	57	47
71	16 to 19 years	—	—	—	1
72	20 years	—	1	—	—
73	More than 20 years	—	—	—	—
74	No information on service required	—	—	—	—
75	Four weeks	28	6	7	37
76	After: Less than 25 years	15	1	7	2
77	25 years	13	5	—	34
78	More than 25 years	—	—	—	1
79	No information on service required	—	—	—	—
80	Vacations do not increase with service	—	2	5	5
81	One week	—	1	4	3
82	After: 1 year or less	—	1	3	3
83	2 years	—	—	—	—
84	More than 2 years	—	—	—	—
85	No information on service required	—	—	1	—
86	Two weeks	—	1	1	2
87	After: 1 year or less	—	1	1	2
88	2 years	—	—	—	—
89	More than 2 years	—	—	—	—
90	No information on service required	—	—	—	—
91	Three weeks or more	—	—	—	—
92	No information on length of fixed vacation	—	—	—	—

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Petroleum Refining and Products	Chemical Products	Miscellaneous Manufacturing	No.
%	%	%	%	%	%	
84	70	98	100	90	51	66
—	2	6	6	1	1	67
11	12	83	92	53	11	68
4	2	—	—	10	1	69
69	52	9	2	23	34	70
—	1	—	—	—	—	71
—	—	—	—	2	1	72
—	1	—	—	1	3	73
—	—	—	—	—	—	74
41	34	89	96	49	13	75
—	2	82	93	12	1	76
21	32	7	3	37	10	77
20	—	—	—	—	2	78
—	—	—	—	—	—	79
3	11	1	—	2	16	80
2	7	—	—	1	10	81
2	7	—	—	1	9	82
—	—	—	—	—	—	83
—	—	—	—	—	—	84
—	—	—	—	—	1	85
1	4	1	—	1	5	86
1	3	1	—	1	5	87
—	—	—	—	—	—	88
—	—	—	—	—	—	89
—	1	—	—	—	—	90
—	—	—	—	—	—	91
—	—	—	—	—	1	92

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Continued —

		Railway and Rolling Stock Equipment	Motor Vehicles, Parts and Accessories	Shipbuilding and Repairing	Non-ferrous Metal Products
		%	%	%	%
No.					
Paid Bereavement Leave					
93	Provide paid bereavement leave	70	48	29	44
94	Do not provide paid bereavement leave	12	47	16	46
95	No established policy	18	4	38	9
96	No information	—	1	17	1
Rate of Pay for Bereavement Leave					
97	Regular straight-time pay	22	19	8	20
98	Less than regular straight-time pay	—	—	—	—
99	No information	48	29	21	24
Number of Days for Which Pay is Granted					
Full pay:					
100	1 day	—	1	—	—
101	2 days	11	1	1	2
102	3 days	11	16	7	15
103	Other	—	—	—	1
104	No information	—	1	—	2
Paid Jury Duty Leave					
105	Provide compensation for jury duty leave	22	86	17	38
106	Do not provide compensation for jury duty leave	60	8	28	45
107	No established policy	18	6	38	14
108	No information	—	—	17	3
Rate of Pay for Jury Duty Leave					
109	Regular straight-time pay	—	2	2	7
110	Difference between straight-time and jury duty fee	5	10	14	12
111	Other	4	52	—	1
112	No information	13	22	1	18
Collective Agreements					
113	Percentage of employees covered	89	93	89	83

Table 5 — MANUFACTURING — Canada — By Industry Group — Plant Employees

— Concluded —

Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Petroleum Refining and Products	Chemical Products	Miscellaneous Manufacturing	No.
%	%	%	%	%	%	
78	60	92	93	90	51	93
7	21	1	—	4	14	94
15	18	7	6	6	33	95
—	1	—	1	—	2	96
69	43	91	93	85	39	97
—	2	—	—	—	—	98
9	15	1	—	5	12	99
1	2	—	—	2	3	100
5	2	—	—	5	4	101
63	36	75	78	70	26	102
—	1	13	14	5	1	103
—	2	3	1	3	5	104
73	48	92	96	77	37	105
6	26	1	—	10	16	106
21	25	7	4	13	44	107
—	1	—	—	—	3	108
25	5	73	82	22	9	109
42	23	19	14	50	23	110
1	2	—	—	—	—	111
5	18	—	—	5	5	112
70	76	52	47	60	41	113

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		Food and Beverages	Tobacco and Tobacco Products	Rubber Products
		No.	No.	No.
No.				
	Survey Coverage			
1	Reporting units	1,445	20	45
2	Employees	28,505	1,078	4,296
	Standard Work Week	%	%	%
	Hours per Week			
3	Under 35 hours	4	—	—
4	35 hours	21	8	1
5	Over 35 and under 37½ hours	10	64	6
6	37½ hours	39	6	72
7	Over 37½ hours	26	22	21
	Days per Week			
8	Less than 5	—	—	—
9	5	92	95	100
10	More than 5	8	5	—
	Hours per Day			
11	Under 7½ hours	35	72	7
12	7½ hours	40	7	72
13	8 hours	23	21	21
14	Over 8 hours	2	—	—
15	No Standard Work Week	—	—	—
	Overtime Provisions			
16	Have daily overtime provisions only	10	—	59
17	Have weekly overtime provisions only	7	—	8
18	Have daily and weekly overtime provisions	28	5	21
19	No overtime provisions	36	85	12
20	No established policy	15	3	—
21	No information	4	7	—

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

Leather Products	Textiles (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products	Printing Publishing and Allied Industries	
No.	No.	No.	No.	No.	No.	No.
210	319	888	1,048	346	572	1
2,640	8,142	7,165	10,205	16,430	19,957	2
%	%	%	%	%	%	
5	1	2	1	4	2	3
15	16	24	19	27	23	4
6	13	8	8	19	16	5
36	50	23	27	41	42	6
38	20	42	44	9	16	7
—	—	—	—	—	—	8
95	96	91	81	96	90	9
5	4	8	18	4	9	10
27	28	35	30	48	45	11
38	52	28	30	45	41	12
31	20	34	33	7	13	13
4	—	2	6	—	—	14
—	—	1	1	—	1	15
9	17	6	5	11	23	16
3	—	1	2	2	3	17
20	12	8	18	40	27	18
53	55	58	56	34	29	19
12	14	22	16	8	14	20
3	2	5	3	5	4	21

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

		Food and Beverages	Tobacco and Tobacco Products	Rubber Products
		%	%	%
No.				
Compensation Provided After a Work Period of:				
22	Per day — Less than 7½ hours	7	2	1
23	7½ hours	11	3	59
24	8 hours	16	—	8
25	More than 8 hours	4	—	12
26	Per week — Less than 37½ hours	6	2	—
27	37½ hours	11	3	19
28	More than 37½ hours and under 40 hours	3	—	2
29	40 hours	11	—	8
30	More than 40 hours	4	—	—
Type of Compensation				
Per day:				
Monetary payments only:				
31	Straight time	6	—	5
32	Time and a quarter	—	—	—
33	Time and a half	19	—	51
34	Double time	—	—	—
35	Other monetary payment	2	—	—
36	Compensating time off only	9	5	—
37	Combination of monetary payment and time off	2	—	24
38	No information	—	—	—
Per week:				
Monetary payments only:				
39	Straight time	5	—	3
40	Time and a quarter	—	—	—
41	Time and a half	19	—	26
42	Double time	—	—	—
43	Other monetary payment	1	—	—
44	Compensating time off only	8	5	—
45	Combination of monetary payment and time off	2	—	—
46	No information	—	—	—

Table 6 -- MANUFACTURING -- Canada -- By Industry Group -- Office Employees

-- Continued --

Leather Products	Textiles (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products	Printing Publishing and Allied Industries	No.
%	%	%	%	%	%	
1	6	3	5	19	18	22
9	7	6	4	15	28	23
19	5	5	12	14	3	24
—	11	—	2	3	1	25
—	6	3	4	17	10	26
4	2	2	5	15	17	27
1	2	—	1	—	1	28
16	2	2	8	9	2	29
2	—	2	2	1	—	30
5	4	2	6	7	6	31
—	—	—	—	—	—	32
21	12	8	13	15	32	33
—	—	—	—	—	—	34
3	8	1	—	1	4	35
—	4	2	2	26	3	36
—	—	1	2	2	4	37
—	1	—	—	—	1	38
2	3	2	5	5	4	39
—	—	—	1	—	—	40
17	3	4	11	13	19	41
—	—	—	—	—	—	42
3	5	1	—	—	1	43
1	1	2	2	23	3	44
—	—	—	1	1	3	45
—	—	—	—	—	—	46

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

		Food and Beverages	Tobacco and Tobacco Products	Rubber Products
		%	%	%
No.				
Paid Statutory or Public Holidays				
47	Provide such paid holidays	98	100	100
48	Do not provide such holidays	1	—	—
49	No established policy	1	—	—
50	No information	—	—	—
Number of Holidays per Year				
51	1 to 5 days	1	—	—
52	6 days	1	—	—
53	7 days	4	1	7
54	8 days	33	4	15
55	9 days	43	3	71
56	More than 9 days	14	91	7
57	Number not stated	2	1	—
Vacations With Pay				
58	Provide vacations with pay	100	100	100
59	Do not provide vacations	—	—	—
60	No established policy	—	—	—
61	No information	—	—	—
62	Vacations increase with service	91	99	99
63	Two weeks	91	99	99
64	After: 1 year or less	73	95	97
65	2 years	13	4	2
66	3 years	2	—	—
67	4 years	1	—	—
68	5 years	1	—	—
69	More than 5 years	1	—	—
70	No information on service required	—	—	—

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

Leather Products	Textiles (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products	Printing Publishing and Allied Industries	No.
%	%	%	%	%	%	
92	99	94	92	100	100	47
7	1	4	7	—	—	48
1	—	2	1	—	—	49
—	—	—	—	—	—	50
4	6	12	7	16	—	51
10	2	16	4	8	2	52
13	15	12	11	13	9	53
25	56	34	41	43	60	54
9	11	7	21	16	21	55
25	3	8	4	4	7	56
6	6	5	4	—	1	57
100	100	99	98	100	100	58
—	—	—	1	—	—	59
—	—	—	1	—	—	60
—	—	1	—	—	—	61
66	93	69	71	97	91	62
66	93	68	70	97	82	63
43	81	48	54	88	73	64
8	5	16	9	4	5	65
2	1	3	4	2	1	66
—	—	—	—	—	—	67
13	2	1	3	2	1	68
—	1	—	—	—	—	69
—	3	—	—	1	2	70

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

No.		Food and Beverages	Tobacco and Tobacco Products	Rubber Products
		%	%	%
	Vacations With Pay — Concluded			
71	Three weeks.....	84	95	93
72	After: Less than 10 years	16	3	—
73	10 years	19	—	56
74	11 to 14 years	23	85	32
75	15 years	24	4	5
76	16 to 19 years	—	—	—
77	20 years	1	—	—
78	More than 20 years	1	3	—
79	No information on service required	—	—	—
80	Four weeks.....	49	89	83
81	After: Less than 25 years	15	1	2
82	25 years	33	88	81
83	More than 25 years	1	—	—
84	No information on service required	—	—	—
85	Vacations do not increase with service	9	1	1
86	One week	2	—	—
87	After: 1 year or less.....	2	—	—
88	2 years	—	—	—
89	More than 2 years	—	—	—
90	No information on service required	—	—	—
91	Two weeks	7	1	1
92	After: 1 year or less.....	7	1	1
93	2 years	—	—	—
94	More than 2 years	—	—	—
95	No information on service required	—	—	—
96	Three weeks or more.....	—	—	—
97	No information on length of fixed vacation	—	—	—

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

Leather Products	Textiles (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products	Printing Publishing and Allied Industries	No.
%	%	%	%	%	%	
27	79	23	49	93	83	71
2	1	1	18	10	28	72
1	16	6	7	62	24	73
—	3	—	1	6	4	74
5	43	7	18	14	21	75
1	—	—	—	—	1	76
14	5	5	4	1	3	77
4	11	4	1	—	2	78
—	—	—	—	—	—	79
3	27	2	16	73	35	80
—	1	—	1	2	10	81
3	21	2	15	70	19	82
—	5	—	—	1	6	83
—	—	—	—	—	—	84
34	7	30	27	3	9	85
4	1	5	7	—	1	86
4	1	4	7	—	1	87
—	—	1	—	—	—	88
—	—	—	—	—	—	89
—	—	—	—	—	—	90
30	6	25	18	3	8	91
26	5	24	17	3	8	92
—	—	—	1	—	—	93
—	—	—	—	—	—	94
4	1	1	—	—	—	95
—	—	—	1	—	—	96
—	—	—	1	—	—	97

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

		Food and Beverages	Tobacco and Tobacco Products	Rubber Products
No.		%	%	%
Paid Bereavement Leave				
98	Provide paid bereavement leave.....	80	93	92
99	Do not provide paid bereavement leave.....	6	1	4
100	No established policy	13	6	4
101	No information.....	1	—	—
Rate of Pay for Bereavement Leave				
102	Regular straight-time pay	74	93	70
103	Less than regular straight-time pay.....	—	—	—
104	No information.....	6	—	22
Number of Days for Which Pay is Granted				
Full pay:				
105	1 day	4	—	—
106	2 days	3	—	1
107	3 days	34	92	19
108	Other	26	—	45
109	No information	7	1	5
Paid Jury Duty Leave				
110	Provide compensation for jury duty leave..	71	93	95
111	Do not provide compensation for jury duty leave.....	9	1	—
112	No established policy	19	6	5
113	No information	1	—	—
Rate of Pay for Jury Duty Leave				
114	Regular straight-time pay	38	87	71
115	Difference between straight-time and jury duty fee	28	6	16
116	Other	1	—	4
117	No information.....	4	—	4
Collective Agreements				
118	Percentage of employees covered	2	—	6

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

Leather Products	Textiles (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products	Printing Publishing and Allied Industries	No.
%	%	%	%	%	%	
31	50	36	30	77	66	98
37	21	29	32	7	8	99
32	27	33	33	16	25	100
—	2	2	5	—	1	101
31	46	35	27	67	64	102
—	—	—	—	—	—	103
—	4	1	3	10	2	104
2	1	1	2	—	4	105
9	1	1	3	2	3	106
9	14	9	8	33	33	107
4	18	14	4	25	10	108
7	12	10	10	7	14	109
18	39	17	27	34	59	110
27	34	20	30	38	10	111
52	25	56	38	27	29	112
3	2	7	5	1	2	113
13	28	14	21	27	40	114
5	3	1	5	4	18	115
—	2	—	—	—	1	116
—	6	2	1	3	—	117
1	1	3	—	11	14	118

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products
		No.	No.	No.
No.	Survey Coverage			
1	Reporting units	1,089	317	267
2	Employees	40,066	25,191	10,801
Standard Work Week		%	%	%
Hours per Week				
3	Under 35 hours	1	1	2
4	35 hours	10	4	16
5	Over 35 and under 37½ hours	14	4	13
6	37½ hours	46	30	35
7	Over 37½ hours	29	61	34
Days per Week				
8	Less than 5	—	—	—
9	5	97	99	99
10	More than 5	3	1	1
Hours per Day				
11	Under 7½ hours	25	9	30
12	7½ hours	48	43	35
13	8 hours	27	47	34
14	Over 8 hours	—	1	1
15	No Standard Work Week	—	—	—
Overtime Provisions				
16	Have daily overtime provisions only	15	31	14
17	Have weekly overtime provisions only	12	1	17
18	Have daily and weekly overtime provisions	36	53	24
19	No overtime provisions	27	9	37
20	No established policy	7	4	6
21	No information	3	2	2

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing	
No.	No.	No.	No.	No.	No.
288	304	56	434	364	1
26,850	6,764	5,133	22,348	6,789	2
%	%	%	%	%	
—	5	4	1	4	3
4	18	41	12	15	4
2	4	28	11	14	5
60	39	23	59	45	6
34	34	4	17	22	7
—	—	—	—	—	8
100	88	100	99	99	9
—	12	—	1	1	10
6	28	54	24	33	11
60	41	25	59	45	12
34	30	21	17	21	13
—	1	—	—	1	14
—	—	—	—	—	15
19	5	32	21	10	16
4	4	36	5	7	17
62	27	19	30	27	18
10	41	11	30	39	19
2	16	2	6	13	20
3	7	—	8	4	21

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

		Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products
		%	%	%
No.				
Compensation Provided After a Work Period of:				
22	Per day — Less than 7½ hours	7	4	11
23	7½ hours	23	34	11
24	8 hours	20	46	13
25	More than 8 hours	1	—	3
26	Per week — Less than 37½ hours	7	1	5
27	37½ hours	18	10	9
28	More than 37½ hours and under 40 hours	4	5	—
29	40 hours	18	38	12
30	More than 40 hours	1	—	15
Type of Compensation				
Per day:				
Monetary payments only:				
31	Straight time	13	30	5
32	Time and a quarter	3	—	5
33	Time and a half	30	48	5
34	Double time	—	—	—
35	Other monetary payment	2	1	3
36	Compensating time off only	2	1	16
37	Combination of monetary payment and time off	1	—	4
38	No information	—	4	—
Per week:				
Monetary payments only:				
39	Straight time	9	11	5
40	Time and a quarter	1	—	2
41	Time and a half	33	42	7
42	Double time	—	—	—
43	Other monetary payment	1	—	2
44	Compensating time off only	3	—	21
45	Combination of monetary payment and time off	1	—	4
46	No information	—	1	—

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing	No.
%	%	%	%	%	
2	4	35	7	11	22
38	8	6	24	17	23
40	19	10	16	7	24
1	1	—	4	2	25
1	3	24	5	10	26
32	5	2	14	13	27
5	3	1	—	2	28
28	17	27	15	7	29
—	3	1	1	2	30
17	4	—	10	12	31
—	2	2	—	1	32
61	20	15	21	20	33
—	—	—	—	—	34
2	1	34	5	2	35
—	4	—	6	1	36
—	—	—	8	1	37
1	1	—	1	—	38
10	5	16	9	12	39
—	—	2	—	1	40
54	20	32	21	19	41
—	—	—	—	—	42
2	1	5	—	1	43
—	3	—	2	1	44
—	—	—	2	—	45
—	2	—	1	—	46

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

		Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products
		%	%	%
No.				
Paid Statutory or Public Holidays				
47	Provide such paid holidays	99	100	100
48	Do not provide such holidays	1	—	—
49	No established policy	—	—	—
50	No information	—	—	—
Number of Holidays per Year				
51	1 to 5 days	1	—	1
52	6 days	1	1	3
53	7 days	5	1	6
54	8 days	80	58	49
55	9 days	8	37	38
56	More than 9 days	3	2	2
57	Number not stated	1	1	1
Vacations With Pay				
58	Provide vacations with pay	100	100	100
59	Do not provide vacations	—	—	—
60	No established policy	—	—	—
61	No information	—	—	—
62	Vacations increase with service	94	97	93
63	Two weeks	93	97	93
64	After: 1 year or less	83	94	87
65	2 years	5	2	4
66	3 years	3	1	1
67	4 years	—	—	—
68	5 years	1	—	1
69	More than 5 years	1	—	—
70	No information on service required	—	—	—

Table 6 -- MANUFACTURING -- Canada -- By Industry Group -- Office Employees

-- Continued --

Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing	
%	%	%	%	%	No.
100	96	100	100	98	47
--	2	--	--	2	48
--	2	--	--	--	49
--	--	--	--	--	50
--	1	--	--	1	51
--	3	--	--	3	52
2	8	--	8	8	53
91	62	5	64	75	54
6	17	90	23	8	55
1	5	5	3	2	56
--	--	--	2	1	57
100	99	100	100	100	58
--	--	--	--	--	59
--	1	--	--	--	60
--	--	--	--	--	61
97	91	100	98	89	62
97	90	100	94	88	63
84	79	98	91	75	64
12	9	2	3	10	65
--	1	--	--	1	66
--	--	--	--	--	67
1	1	--	--	2	68
--	--	--	--	--	69
--	--	--	--	--	70

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

No.		Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products
		%	%	%
	Vacations With Pay — Concluded			
71	Three weeks.....	85	93	83
72	After: Less than 10 years.....	3	1	5
73	10 years	15	46	30
74	11 to 14 years	3	5	1
75	15 years	62	41	46
76	16 to 19 years	—	—	—
77	20 years	1	—	1
78	More than 20 years	1	—	—
79	No information on service required	—	—	—
80	Four weeks.....	38	24	33
81	After: Less than 25 years	3	2	1
82	25 years	35	22	31
83	More than 25 years	—	—	1
84	No information on service required	—	—	—
85	Vacations do not increase with service	6	3	7
86	One week	1	—	1
87	After: 1 year or less.....	1	—	1
88	2 years	—	—	—
89	More than 2 years	—	—	—
90	No information on service required	—	—	—
91	Two weeks.....	5	3	6
92	After: 1 year or less.....	5	3	6
93	2 years	—	—	—
94	More than 2 years	—	—	—
95	No information on service required	—	—	—
96	Three weeks or more.....	—	—	—
97	No information on length of fixed vacation	—	—	—

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing	No.
%	%	%	%	%	
91	78	100	93	66	71
2	7	3	3	2	72
13	23	92	51	19	73
4	1	—	9	3	74
72	44	5	28	37	75
—	—	—	—	—	76
—	2	—	1	2	77
—	1	—	1	3	78
—	—	—	—	—	79
51	28	95	47	21	80
1	4	89	14	2	81
30	24	6	33	17	82
20	—	—	—	2	83
—	—	—	—	—	84
3	8	—	2	11	85
—	1	—	1	2	86
—	1	—	1	2	87
—	—	—	—	—	88
—	—	—	—	—	89
—	—	—	—	—	90
3	7	—	1	9	91
3	7	—	1	9	92
—	—	—	—	—	93
—	—	—	—	—	94
—	—	—	—	—	95
—	—	—	—	—	96
—	—	—	—	—	97

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Continued —

		Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products
No.		%	%	%
Paid Bereavement Leave				
98	Provide paid bereavement leave.....	71	71	59
99	Do not provide paid bereavement leave.....	14	19	28
100	No established policy	14	10	12
101	No information.....	1	—	1
Rate of Pay for Bereavement Leave				
102	Regular straight-time pay	67	71	55
103	Less than regular straight-time pay.....	—	—	—
104	No information.....	4	—	4
Number of Days for Which Pay is Granted				
Full pay:				
105	1 day	4	1	1
106	2 days	4	—	2
107	3 days	33	60	24
108	Other	15	6	12
109	No information	11	4	16
Paid Jury Duty Leave				
110	Provide compensation for jury duty leave..	61	80	52
111	Do not provide compensation for jury duty leave.....	19	8	29
112	No established policy	19	12	18
113	No information	1	—	1
Rate of Pay for Jury Duty Leave				
114	Regular straight-time pay	41	26	39
115	Difference between straight-time and jury duty fee	16	52	10
116	Other	2	—	—
117	No information.....	2	2	3
Collective Agreements				
118	Percentage of employees covered	6	12	5

Table 6 — MANUFACTURING — Canada — By Industry Group — Office Employees

— Concluded —

Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing	No.
%	%	%	%	%	
79	72	73	93	60	98
6	13	—	2	8	99
15	14	27	5	30	100
—	1	—	—	2	101
75	65	73	91	60	102
—	1	—	—	—	103
4	6	—	2	—	104
—	2	—	1	3	105
9	—	—	1	8	106
46	30	49	53	30	107
18	23	23	25	12	108
2	10	1	11	7	109
79	58	92	82	53	110
4	17	2	6	12	111
17	24	6	12	33	112
—	1	—	—	2	113
48	31	68	54	21	114
27	23	8	26	28	115
—	—	16	1	2	116
4	4	—	1	2	117
20	5	—	2	1	118

Table 7 — MINING — Canada — Non-Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		Metal Mining	Gold Mining (auriferous quartz only)	Uranium Mining	Other Metal Mining
		No.	No.	No.	No.
No.					
	Survey Coverage				
1	Reporting units	141	44	9	88
2	Employees.....	48,660	13,675	4,589	30,396
	Standard Work Week	%	%	%	%
	Hours per Week				
3	Under 40 hours.....	—	—	—	—
4	40 hours.....	52	2	65	73
5	Over 40 hours.....	47	98	35	26
	Days per Week				
6	Less than 5	—	—	—	—
7	5	53	5	65	74
8	More than 5	46	95	35	25
	Hours per Day				
9	Under 7½ hours	—	—	—	—
10	7½ hours	—	—	—	—
11	8 hours	98	100	100	98
12	Over 8 hours	1	—	—	1
13	No Standard Work Week	1	—	—	1
	Overtime Provisions				
14	Have daily overtime provisions only	4	7	—	4
15	Have weekly overtime provisions only	2	8	—	1
16	Have daily and weekly overtime provisions	87	76	100	90
17	No overtime provisions	6	8	—	5
18	No established policy	1	1	—	—
19	No information	—	—	—	—

Table 7 — MINING — Canada — Non-Office Employees

— Continued —

Coal Mining	Natural Gas	Crude Oil	Non-Metal Mining	Quarrying, Clay and Sand Pits	Prospecting	
No.	No.	No.	No.	No.	No.	No.
33	12	81	47	73	36	1
11, 045	1, 417	4, 577	7, 498	2, 373	950	2
%	%	%	%	%	%	
—	—	—	—	—	2	3
93	91	32	88	24	36	4
7	9	66	12	74	41	5
—	—	—	—	—	—	6
93	91	30	89	43	43	7
7	9	68	11	55	36	8
1	—	1	—	—	2	9
—	—	—	—	—	1	10
99	98	97	99	41	59	11
—	2	—	1	57	17	12
—	—	2	—	2	21	13
21	6	4	4	17	1	14
—	—	5	1	14	10	15
77	92	84	92	47	54	16
2	2	2	3	16	21	17
—	—	4	—	2	—	18
—	—	1	—	4	14	19

Table 7 — MINING — Canada — Non-Office Employees

— Continued —

		Metal Mining	Gold Mining (auriferous quartz only)	Uranium Mining	Other Metal Mining
		%	%	%	%
No.					
Overtime Paid After a Work Period of:					
20	Per day — Less than 8 hours	—	—	—	—
21	8 hours	91	83	100	93
22	More than 8 hours	—	—	—	1
23	Per week — Less than 40 hours	—	—	—	—
24	40 hours	54	5	65	75
25	More than 40 hours	35	79	35	16
Daily Overtime Rates					
26	Initial rates — Time and a half	91	83	100	94
27	Double time	—	—	—	—
28	Other rates	—	—	—	—
29	No information	—	—	—	—
30	Increased rates — Double time	—	—	—	1
31	Double time and a half	—	—	—	—
32	Triple time	—	—	—	—
33	Other	—	—	—	—
Weekly Overtime Rates					
34	Initial rates — Time and a half	89	84	100	91
35	Double time	—	—	—	—
36	Other rates	—	—	—	—
37	No information	—	—	—	—
38	Increased rates — Double time	—	—	—	1
39	Double time and a half	—	—	—	—
40	Triple time	—	—	—	—
41	Other	—	—	—	—

Table 7 — MINING — Canada — Non-Office Employees

— Continued —

Coal Mining	Natural Gas	Crude Oil	Non-Metal Mining	Quarrying, Clay and Sand Pits	Prospecting	No.
%	%	%	%	%	%	
—	—	—	—	—	—	20
98	98	61	96	37	37	21
—	—	27	—	27	18	22
—	—	—	—	—	1	23
73	90	31	84	16	33	24
4	2	58	9	45	30	25
97	97	88	96	59	55	26
1	1	—	—	—	—	27
—	—	—	—	5	—	28
—	—	—	—	—	—	29
61	37	16	7	13	1	30
—	2	—	—	—	—	31
—	—	—	—	—	—	32
—	—	—	1	4	15	33
76	91	89	92	57	62	34
1	1	—	—	—	—	35
—	—	—	—	4	2	36
—	—	—	1	—	—	37
61	32	15	7	10	1	38
—	2	—	—	—	—	39
—	—	—	—	—	—	40
—	—	—	1	4	15	41

Table 7 — MINING — Canada — Non-Office Employees

— Continued —

No.		Metal Mining	Gold Mining (auriferous quartz only)	Uranium Mining	Other Metal Mining
		%	%	%	%
	Paid Statutory or Public Holidays				
42	Provide such paid holidays.....	97	98	100	97
43	Do not provide such holidays.....	2	2	—	2
44	No established policy	1	—	—	1
45	No information	—	—	—	—
	Number of Holidays per Year				
46	1 to 5 days	11	17	—	10
47	6 days	37	78	73	14
48	7 days	11	3	10	15
49	8 days	37	—	17	57
50	9 days	1	—	—	1
51	More than 9 days	—	—	—	—
52	Number not stated	—	—	—	—
	Vacations With Pay				
53	Provide vacations with pay	100	100	100	99
54	Do not provide vacations	—	—	—	—
55	No established policy	—	—	—	1
56	No information	—	—	—	—
57	Vacations increase with service	93	94	100	92
58	Two weeks	93	93	100	92
59	After: 1 year or less.....	10	4	17	11
60	2 years	38	7	83	45
61	3 years	6	1	—	10
62	4 years	1	—	—	1
63	5 years	38	81	—	25
64	More than 5 years	—	—	—	—
65	No information on service required	—	—	—	—

Table 7 — MINING — Canada — Non-Office Employees

— Continued —

Coal Mining	Natural Gas	Crude Oil	Non-Metal Mining	Quarrying, Clay and Sand Pits	Prospecting	No.
%	%	%	%	%	%	
97	98	63	93	76	84	42
3	2	30	7	17	10	43
—	—	7	—	7	6	44
—	—	—	—	—	—	45
94	—	13	3	16	2	46
2	—	1	4	7	9	47
—	—	4	10	4	9	48
—	2	3	12	29	13	49
1	72	29	64	9	44	50
—	24	1	—	1	1	51
—	—	12	—	10	6	52
100	98	90	99	91	96	53
—	2	2	1	2	—	54
—	—	2	—	7	3	55
—	—	6	—	—	1	56
4	95	77	92	57	72	57
4	95	75	92	56	67	58
4	95	43	9	10	49	59
—	—	32	68	15	18	60
—	—	—	9	17	—	61
—	—	—	1	1	—	62
—	—	—	5	13	—	63
—	—	—	—	—	—	64
—	—	—	—	—	—	65

Table 7 — MINING — Canada — Non-Office Employees

— Continued —

No.		Metal Mining	Gold Mining (auriferous quartz only)	Uranium Mining	Other Metal Mining
		%	%	%	%
	Vacations With Pay — Concluded				
66	Three weeks	58	46	17	69
67	After: Less than 10 years	6	6	17	5
68	10 years	7	1	—	10
69	11 to 14 years	1	—	—	2
70	15 years	30	1	—	47
71	16 to 19 years	3	—	—	5
72	20 years	1	2	—	—
73	More than 20 years	10	36	—	—
74	No information on service required	—	—	—	—
75	Four weeks	33	3	—	51
76	After: Less than 25 years	5	—	—	7
77	25 years	28	3	—	44
78	More than 25 years	—	—	—	—
79	No information on service required	—	—	—	—
80	Vacations do not increase with service	7	6	—	7
81	One week	3	3	—	3
82	After: 1 year or less	2	3	—	2
83	2 years	—	—	—	—
84	More than 2 years	1	—	—	1
85	No information on service required	—	—	—	—
86	Two weeks	4	3	—	4
87	After: 1 year or less	3	1	—	4
88	2 years	1	2	—	—
89	More than 2 years	—	—	—	—
90	No information on service required	—	—	—	—
91	Three weeks or more	—	—	—	—
92	No information on length of fixed vacation	—	—	—	—

Table 7 — MINING — Canada — Non-Office Employees

— Continued —

Coal Mining	Natural Gas	Crude Oil	Non-Metal Mining	Quarrying, Clay and Sand Pits	Prospecting	No.
%	%	%	%	%	%	
4	95	46	77	39	54	66
1	55	4	1	3	2	67
—	39	42	64	12	49	68
—	—	—	—	6	—	69
3	1	—	12	12	—	70
—	—	—	—	—	—	71
—	—	—	—	6	—	72
—	—	—	—	—	—	73
—	—	—	—	—	3	74
—	40	35	58	10	39	75
—	39	22	1	3	39	76
—	1	13	57	7	—	77
—	—	—	—	—	—	78
—	—	—	—	—	—	79
96	3	13	7	34	24	80
1	1	3	3	19	10	81
1	1	1	3	19	10	82
—	—	—	—	—	—	83
—	—	—	—	—	—	84
—	—	2	—	—	—	85
94	2	10	4	14	11	86
94	—	10	4	14	11	87
—	—	—	—	—	—	88
—	—	—	—	—	—	89
—	2	—	—	—	—	90
1	—	—	—	—	3	91
—	—	—	—	1	—	92

Table 7 — MINING — Canada — Non-Office Employees

— Concluded —

		Metal Mining	Gold Mining (auriferous quartz only)	Uranium Mining	Other Metal Mining
		%	%	%	%
No.					
Paid Bereavement Leave					
93	Provide paid bereavement leave	19	13	62	16
94	Do not provide paid bereavement leave	66	72	38	67
95	No established policy	15	15	—	17
96	No information	—	—	—	—
Rate of Pay for Bereavement Leave					
97	Regular straight-time pay	2	3	—	2
98	Less than regular straight-time pay	—	—	—	—
99	No information	17	10	62	14
Number of Days for Which Pay is Granted					
Full pay:					
100	1 day	—	—	—	—
101	2 days	—	—	—	—
102	3 days	1	2	—	—
103	Other	—	—	—	—
104	No information	1	1	—	2
Paid Jury Duty Leave					
105	Provide compensation for jury duty leave	19	17	33	18
106	Do not provide compensation for jury duty leave	63	67	43	64
107	No established policy	17	16	24	17
108	No information	1	—	—	1
Rate of Pay for Jury Duty Leave					
109	Regular straight-time pay	2	3	—	2
110	Difference between straight-time and jury duty fee	4	—	—	7
111	Other	—	—	—	—
112	No information	13	14	33	9
Collective Agreements					
113	Percentage of employees covered	82	67	98	86

Table 7 — MINING — Canada — Non-Office Employees

— Concluded —

Coal Mining	Natural Gas	Crude Oil	Non-Metal Mining	Quarrying, Clay and Sand Pits	Prospecting	No.
%	%	%	%	%	%	
78	90	49	19	40	55	93
11	5	13	71	20	9	94
10	5	37	10	40	36	95
1	—	1	—	—	—	96
1	84	41	10	33	55	97
—	—	8	—	—	—	98
77	6	—	9	7	—	99
—	—	—	3	3	3	100
—	—	—	1	5	—	101
1	28	11	4	20	28	102
—	31	18	2	4	10	103
—	25	12	—	1	14	104
77	65	46	9	23	46	105
6	5	10	73	26	3	106
16	30	43	17	50	51	107
1	—	1	1	1	—	108
—	59	31	1	8	46	109
—	6	3	8	10	—	110
—	—	11	—	—	—	111
77	—	1	—	5	—	112
87	58	—	89	40	—	113

Table 8 — TRANSPORTATION — Canada — Non-Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		Air Transport		Railway Transport	
		Operating Employees	Others	Running Trades	Others
No.		No.	No.	No.	No.
	Survey Coverage				
1	Reporting units	111	91	17	32
2	Employees.....	3,101	7,254	26,376	82,376
	Standard Work Week	%	%	%	%
	Hours per Week				
3	Under 40 hours.....	2	—	—	—
4	40 hours.....	8	92	—	98
5	Over 40 hours.....	10	8	—	1
	Days per Week				
6	Less than 5	—	—	—	—
7	5	15	97	—	98
8	More than 5	5	3	—	1
	Hours per Day				
9	Under 7½ hours	2	1	—	—
10	7½ hours	—	—	—	—
11	8 hours	15	96	—	99
12	Over 8 hours	3	3	—	—
13	No Standard Work Week	80	—	100	1
	Overtime Provisions				
14	Have daily overtime provisions only	1	17	1	48
15	Have weekly overtime provisions only	4	1	—	—
16	Have daily and weekly overtime provisions	2	77	1	52
17	No overtime provisions	13	3	95	—
18	No established policy	4	1	—	—
19	No information	76	1	3	—

Table 8 — TRANSPORTATION — Canada — Non-Office Employees

— Continued —

Urban and Suburban Passenger Transport		Interurban Bus and Coach Transport		Trucking		Services Incidental to Water Transport	
Operating Employees	Others	Operating Employees	Others	Operating Employees	Others		
No.	No.	No.	No.	No.	No.	No.	No.
41	36	44	38	499	330	71	1
10,922	5,398	1,868	910	16,093	4,929	11,769	2
%	%	%	%	%	%	%	
—	—	1	—	—	—	—	3
64	72	18	31	14	15	30	4
36	28	24	69	73	83	38	5
—	—	—	—	—	—	—	6
92	98	18	76	56	53	30	7
8	2	25	24	31	45	38	8
5	—	4	—	—	—	—	9
—	—	—	4	—	2	—	10
62	73	36	38	25	35	60	11
33	27	3	58	62	61	8	12
—	—	57	—	13	2	32	13
72	48	6	2	9	5	46	14
4	1	5	3	5	5	—	15
22	51	29	79	59	63	44	16
1	—	14	14	16	15	5	17
—	—	—	—	3	3	—	18
1	—	46	2	8	9	5	19

Table 8 — TRANSPORTATION — Canada — Non-Office Employees

— Continued —

No.		Air Transport		Railway Transport	
		Operating Employees	Others	Running Trades	Others
		%	%	%	%
	Overtime Paid After a Work Period of:				
20	Per day — Less than 8 hours	—	—	—	—
21	8 hours	2	91	2	94
22	More than 8 hours	1	3	—	6
23	Per week — Less than 40 hours	—	—	—	—
24	40 hours	2	74	1	52
25	More than 40 hours	4	4	—	—
	Daily Overtime Rates				
26	Initial rates — Time and a half	3	91	2	100
27	Double time	—	—	—	—
28	Other rates	—	—	—	—
29	No information	—	3	—	—
30	Increased rates — Double time	1	84	—	—
31	Double time and a half	—	—	—	—
32	Triple time	—	—	—	—
33	Other	—	—	—	—
	Weekly Overtime Rates				
34	Initial rates — Time and a half	6	75	1	52
35	Double time	—	—	—	—
36	Other rates	—	—	—	—
37	No information	—	3	—	—
38	Increased rates — Double time	1	68	—	—
39	Double time and a half	—	—	—	—
40	Triple time	—	—	—	—
41	Other	—	—	—	—

Table 8 — TRANSPORTATION — Canada — Non-Office Employees

— Continued —

Urban and Suburban Passenger Transport		Interurban Bus and Coach Transport		Trucking		Services Incidental to Water Transport	
Operating Employees	Others	Operating Employees	Others	Operating Employees	Others		No.
%	%	%	%	%	%	%	
5	—	1	—	—	—	—	20
16	73	21	29	13	18	82	21
73	26	13	52	55	50	8	22
—	—	1	—	—	—	—	23
18	50	7	27	7	7	27	24
8	2	26	55	57	61	17	25
94	98	34	81	65	65	84	26
—	—	—	—	—	—	5	27
—	1	1	—	1	1	1	28
—	—	—	—	2	2	—	29
26	17	—	3	14	22	35	30
—	—	1	1	—	1	—	31
—	—	—	—	—	—	4	32
—	—	—	—	2	1	1	33
26	51	33	82	63	66	42	34
—	—	—	—	—	—	1	35
—	1	1	—	—	—	1	36
—	—	—	—	1	2	—	37
15	7	2	3	12	21	17	38
—	—	1	1	—	1	—	39
—	—	—	—	—	—	3	40
—	—	—	—	2	—	1	41

Table 8 — TRANSPORTATION — Canada — Non-Office Employees

— Continued —

No.		Air Transport		Railway Transport	
		Operating Employees	Others	Running Trades	Others
		%	%	%	%
Paid Statutory or Public Holidays					
42	Provide such paid holidays.....	45	99	—	99
43	Do not provide such holidays.....	52	—	100	1
44	No established policy	3	1	—	—
45	No information	—	—	—	—
Number of Holidays per Year					
46	1 to 5 days	1	—	—	—
47	6 days	2	1	—	—
48	7 days	4	5	—	98
49	8 days	16	91	—	1
50	9 days	2	—	—	—
51	More than 9 days	3	1	—	—
52	Number not stated	17	1	—	—
Vacations With Pay					
53	Provide vacations with pay	99	100	100	100
54	Do not provide vacations	—	—	—	—
55	No established policy	1	—	—	—
56	No information	—	—	—	—
57	Vacations increase with service	82	92	100	100
58	Two weeks	81	92	100	100
59	After: 1 year or less.....	77	89	—	1
60	2 years	4	3	99	96
61	3 years	—	—	1	2
62	4 years	—	—	—	—
63	5 years	—	—	—	—
64	More than 5 years	—	—	—	—
65	No information on service required	—	—	—	1

Table 8 — TRANSPORTATION — Canada — Non-Office Employees

— Continued —

Urban and Suburban Passenger Transport		Interurban Bus and Coach Transport		Trucking		Services Incidental to Water Transport	
Operating Employees	Others	Operating Employees	Others	Operating Employees	Others		
%	%	%	%	%	%	%	No.
99	100	53	95	94	97	83	42
1	—	47	5	4	1	17	43
—	—	—	—	1	1	—	44
—	—	—	—	1	1	—	45
30	27	16	63	3	2	13	46
—	—	4	4	4	4	4	47
2	1	5	7	12	9	3	48
31	47	5	10	55	51	12	49
26	21	16	7	13	22	9	50
9	4	1	—	4	8	36	51
1	—	6	4	3	1	6	52
100	100	100	100	98	99	76	53
—	—	—	—	—	—	1	54
—	—	—	—	1	—	2	55
—	—	—	—	1	1	21	56
100	100	93	92	87	87	63	57
94	99	92	92	86	87	62	58
79	86	57	59	16	26	17	59
6	5	18	21	22	20	38	60
6	6	5	4	43	35	5	61
—	—	4	3	2	1	—	62
3	2	8	5	3	5	2	63
—	—	—	—	—	—	—	64
—	—	—	—	—	—	—	65

Table 8 — TRANSPORTATION — Canada — Non-Office Employees

— Continued —

		Air Transport		Railway Transport	
		Operating Employees	Others	Running Trades	Others
No.		%	%	%	%
	Vacations With Pay — Concluded				
66	Three weeks	71	88	100	100
67	After: Less than 10 years	3	2	—	1
68	10 years	4	5	—	—
69	11 to 14 years	63	81	—	—
70	15 years	1	—	100	99
71	16 to 19 years	—	—	—	—
72	20 years	—	—	—	—
73	More than 20 years	—	—	—	—
74	No information on service required	—	—	—	—
75	Four weeks	1	1	99	99
76	After: Less than 25 years	1	1	—	—
77	25 years	—	—	—	96
78	More than 25 years	—	—	99	3
79	No information on service required	—	—	—	—
80	Vacations do not increase with service	17	8	—	—
81	One week	1	2	—	—
82	After: 1 year or less	1	2	—	—
83	2 years	—	—	—	—
84	More than 2 years	—	—	—	—
85	No information on service required	—	—	—	—
86	Two weeks	11	5	—	—
87	After: 1 year or less	11	5	—	—
88	2 years	—	—	—	—
89	More than 2 years	—	—	—	—
90	No information on service required	—	—	—	—
91	Three weeks or more	5	1	—	—
92	No information on length of fixed vacation	—	—	—	—

Table 8 -- TRANSPORTATION -- Canada -- Non-Office Employees

-- Continued --

Urban and Suburban Passenger Transport		Interurban Bus and Coach Transport		Trucking		Services Incidental to Water Transport	
Operating Employees	Others	Operating Employees	Others	Operating Employees	Others		No.
%	%	%	%	%	%	%	
98	99	86	86	68	70	61	66
29	18	12	11	7	9	10	67
27	43	29	28	10	8	25	68
7	6	1	—	9	12	—	69
34	31	3	1	41	34	16	70
1	1	—	—	—	—	1	71
—	—	41	46	—	—	9	72
—	—	—	—	1	7	—	73
—	—	—	—	—	—	—	74
60	66	29	23	6	3	8	75
9	3	3	3	3	2	1	76
50	62	25	19	1	1	7	77
1	1	1	1	2	—	—	78
—	—	—	—	—	—	—	79
—	—	7	8	11	12	13	80
—	—	3	1	4	2	1	81
—	—	3	1	4	2	—	82
—	—	—	—	—	—	—	83
—	—	—	—	—	—	—	84
—	—	—	—	—	—	1	85
—	—	4	7	7	9	8	86
—	—	4	7	7	9	7	87
—	—	—	—	—	—	—	88
—	—	—	—	—	—	—	89
—	—	—	—	—	—	1	90
—	—	—	—	—	—	2	91
—	—	—	—	—	1	2	92

Table 8 — TRANSPORTATION — Canada — Non-Office Employees

— Concluded —

		Air Transport		Railway Transport	
		Operating Employees	Others	Running Trades	Others
No.		%	%	%	%
	Paid Bereavement Leave				
93	Provide paid bereavement leave	71	86	—	7
94	Do not provide paid bereavement leave	4	3	99	90
95	No established policy	12	6	1	3
96	No information	13	5	—	—
	Rate of Pay for Bereavement Leave				
97	Regular straight-time pay	68	84	—	6
98	Less than regular straight-time pay	—	—	—	—
99	No information	3	2	—	1
	Number of Days for Which Pay is Granted				
	Full pay:				
100	1 day	—	—	—	—
101	2 days	3	10	—	—
102	3 days	6	8	—	—
103	Other	53	64	—	—
104	No information	6	2	—	6
	Paid Jury Duty Leave				
105	Provide compensation for jury duty leave	64	71	1	8
106	Do not provide compensation for jury duty leave	4	11	97	89
107	No established policy	18	12	1	2
108	No information	14	6	1	1
	Rate of Pay for Jury Duty Leave				
109	Regular straight-time pay	11	8	—	1
110	Difference between straight-time and jury duty fee	51	62	1	6
111	Other	—	—	—	—
112	No information	2	1	—	1
	Collective Agreements				
113	Percentage of employees covered	71	81	93	91

Table 8 — TRANSPORTATION — Canada — Non-Office Employees

— Concluded —

Urban and Suburban Passenger Transport		Interurban Bus and Coach Transport		Trucking		Services Incidental to Water Transport	
Operating Employees	Others	Operating Employees	Others	Operating Employees	Others		
%	%	%	%	%	%	%	No.
46	54	16	15	33	40	47	93
54	46	72	70	27	23	39	94
—	—	12	15	38	35	14	95
—	—	—	—	2	2	—	96
21	14	12	14	14	21	7	97
—	—	—	—	—	—	—	98
25	40	4	1	19	19	40	99
4	4	1	—	2	1	—	100
—	—	—	—	1	1	1	101
12	7	8	10	6	8	5	102
4	3	1	3	2	8	1	103
1	—	2	1	3	3	—	104
56	62	59	59	19	21	50	105
40	36	27	26	26	25	29	106
4	2	12	13	53	52	21	107
—	—	2	2	2	2	—	108
18	9	4	1	7	6	4	109
38	53	55	58	2	1	1	110
—	—	—	—	—	—	—	111
—	—	—	—	10	14	45	112
96	92	87	86	68	53	88	113

Table 9 - TRANSPORTATION - Canada - Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (-).

		Air Transport	Railway Transport
		No.	No.
No.	Survey Coverage		
1	Reporting units	109	28
2	Employees	7,230	32,723
Standard Work Week		%	%
Hours per Week			
3	Under 35 hours	—	—
4	35 hours	2	—
5	Over 35 and under 37½ hours	1	—
6	37½ hours	87	1
7	Over 37½ hours	10	99
Days per Week			
8	Less than 5	—	—
9	5	99	100
10	More than 5	1	—
Hours per Day			
11	Under 7½ hours	3	—
12	7½ hours	87	1
13	8 hours	10	99
14	Over 8 hours	—	—
15	No Standard Work Week	—	—
Overtime Provisions			
16	Have daily overtime provisions only	1	5
17	Have weekly overtime provisions only	—	—
18	Have daily and weekly overtime provisions	84	37
19	No overtime provisions	2	21
20	No established policy	1	16
21	No information	12	21

Table 9 — TRANSPORTATION — Canada — Office Employees

— Continued —

Urban and Suburban Passenger Transport	Interurban Bus and Coach Transport	Trucking	Services Incidental to Water Transport	
No.	No.	No.	No.	No.
40	44	479	73	1
3,840	693	5,387	1,739	2
%	%	%	%	
2	—	—	—	3
39	—	13	12	4
3	10	9	8	5
53	55	16	31	6
3	34	60	49	7
—	—	—	—	8
99	80	73	45	9
1	19	25	55	10
45	17	24	48	11
52	57	21	30	12
3	25	48	21	13
—	—	5	1	14
—	1	2	—	15
85	4	5	26	16
—	2	4	4	17
9	64	18	18	18
3	15	44	24	19
1	14	14	23	20
2	1	15	5	21

Table 9 — TRANSPORTATION — Canada — Office Employees

— Continued —

		Air Transport	Railway Transport
No.		%	%
Compensation Provided After a Work Period of:			
22	Per day — Less than 7½ hours	—	—
23	7½ hours	76	—
24	8 hours	9	37
25	More than 8 hours	—	5
26	Per week — Less than 37½ hours	—	—
27	37½ hours	76	—
28	More than 37½ hours and under 40 hours	—	—
29	40 hours	7	37
30	More than 40 hours	1	—
Type of Compensation			
Per day:			
Monetary payments only:			
31	Straight time	1	—
32	Time and a quarter	—	—
33	Time and a half	82	41
34	Double time	—	—
35	Other monetary payment	—	—
36	Compensating time off only	—	—
37	Combination of monetary payment and time off	1	1
38	No information	1	—
Per week:			
Monetary payments only:			
39	Straight time	—	—
40	Time and a quarter	—	—
41	Time and a half	82	36
42	Double time	—	—
43	Other monetary payment	—	—
44	Compensating time off only	—	—
45	Combination of monetary payment and time off	1	1
46	No information	1	—

Table 9 — TRANSPORTATION — Canada — Office Employees

— Continued —

Urban and Suburban Passenger Transport	Interurban Bus and Coach Transport	Trucking	Services Incidental to Water Transport	No.
%	%	%	%	
13	—	3	5	22
51	44	5	23	23
29	13	12	12	24
1	11	3	4	25
3	—	2	3	26
5	44	4	10	27
—	2	1	1	28
1	20	8	3	29
—	—	7	5	30
28	39	6	2	31
—	—	1	—	32
8	29	13	7	33
48	—	—	—	34
10	—	1	6	35
—	—	2	5	36
—	—	—	23	37
—	—	—	1	38
—	39	6	3	39
—	—	1	—	40
7	27	12	6	41
2	—	—	—	42
—	—	1	1	43
—	—	2	5	44
—	—	—	6	45
—	—	—	1	46

Table 9 — TRANSPORTATION — Canada — Office Employees

— Continued —

		Air Transport	Railway Transport
No.		%	%
Paid Statutory or Public Holidays			
47	Provide such paid holidays	99	100
48	Do not provide such holidays	—	—
49	No established policy	1	—
50	No information	—	—
Number of Holidays per Year			
51	1 to 5 days	—	—
52	6 days	—	—
53	7 days	2	99
54	8 days	95	1
55	9 days	1	—
56	More than 9 days	1	—
57	Number not stated	—	—
Vacations With Pay			
58	Provide vacations with pay	100	100
59	Do not provide vacations	—	—
60	No established policy	—	—
61	No information	—	—
62	Vacations increase with service	95	100
63	Two weeks	94	100
64	After: 1 year or less	94	44
65	2 years	—	49
66	3 years	—	7
67	4 years	—	—
68	5 years	—	—
69	More than 5 years	—	—
70	No information on service required	—	—

Table 9 — TRANSPORTATION — Canada — Office Employees

— Continued —

Urban and Suburban Passenger Transport	Interurban Bus and Coach Transport	Trucking	Services Incidental to Water Transport	No
%	%	%	%	
100	97	98	92	47
—	3	1	7	48
—	—	1	—	49
—	—	—	1	50
—	—	2	2	51
—	4	1	2	52
—	2	11	28	53
30	54	51	8	54
5	32	24	14	55
64	3	8	37	56
1	2	1	1	57
100	100	100	99	58
—	—	—	—	59
—	—	—	1	60
—	—	—	—	61
100	90	87	57	62
99	90	86	57	63
97	65	54	46	64
2	18	21	10	65
—	—	8	1	66
—	3	1	—	67
—	4	2	—	68
—	—	—	—	69
—	—	—	—	70

Table 9 — TRANSPORTATION — Canada — Office Employees

— Continued —

		Air Transport	Railway Transport
No.		%	%
Vacations With Pay — Concluded			
71	Three weeks.....	92	100
72	After: Less than 10 years	3	1
73	10 years	1	—
74	11 to 14 years	88	—
75	15 years	—	99
76	16 to 19 years	—	—
77	20 years	—	—
78	More than 20 years	—	—
79	No information on service required	—	—
80	Four weeks.....	1	100
81	After: Less than 25 years	1	1
82	25 years	—	96
83	More than 25 years	—	3
84	No information on service required	—	—
85	Vacations do not increase with service	5	—
86	One week	—	—
87	After: 1 year or less.....	—	—
88	2 years	—	—
89	More than 2 years	—	—
90	No information on service required	—	—
91	Two weeks	5	—
92	After: 1 year or less.....	5	—
93	2 years	—	—
94	More than 2 years	—	—
95	No information on service required	—	—
96	Three weeks or more.....	—	—
97	No information on length of fixed vacation.....	—	—

Table 9 — TRANSPORTATION — Canada — Office Employees

— Continued —

Urban and Suburban Passenger Transport	Interurban Bus and Coach Transport	Trucking	Services Incidental to Water Transport	No.
%	%	%	%	
99	81	64	53	71
56	18	10	39	72
28	22	24	9	73
3	—	7	—	74
11	1	19	5	75
1	—	—	—	76
—	40	—	—	77
—	—	4	—	78
—	—	—	—	79
85	22	4	23	80
4	1	3	3	81
81	21	—	20	82
—	—	1	—	83
—	—	—	—	84
—	10	13	42	85
—	—	2	1	86
—	—	2	—	87
—	—	—	—	88
—	—	—	—	89
—	—	—	1	90
—	10	10	6	91
—	10	10	6	92
—	—	—	—	93
—	—	—	—	94
—	—	—	—	95
—	—	—	29	96
—	—	1	6	97

Table 9 — TRANSPORTATION — Canada — Office Employees

— Concluded —

		Air Transport	Railway Transport
No.		%	%
Paid Bereavement Leave			
98	Provide paid bereavement leave.....	85	20
99	Do not provide paid bereavement leave.....	1	56
100	No established policy	4	24
101	No information.....	10	—
Rate of Pay for Bereavement Leave			
102	Regular straight-time pay	84	20
103	Less than regular straight-time pay.....	—	—
104	No information.....	1	—
Number of Days for Which Pay is Granted			
Full pay:			
105	1 day	—	—
106	2 days	4	—
107	3 days	4	—
108	Other	75	—
109	No information	1	20
Paid Jury Duty Leave			
110	Provide compensation for jury duty leave..	79	21
111	Do not provide compensation for jury duty leave.....	5	54
112	No established policy	5	23
113	No information	11	2
Rate of Pay for Jury Duty Leave			
114	Regular straight-time pay	5	1
115	Difference between straight-time and jury duty fee	74	20
116	Other	—	—
117	No information.....	—	—
Collective Agreements			
118	Percentage of employees covered.....	32	48

Table 9 — TRANSPORTATION — Canada — Office Employees

— Concluded —

Urban and Suburban Passenger Transport	Interurban Bus and Coach Transport	Trucking	Services Incidental to Water Transport	No.
%	%	%	%	
86	15	36	69	98
14	67	23	7	99
—	18	39	22	100
—	—	2	2	101
85	15	35	67	102
—	—	—	—	103
1	—	1	2	104
2	1	5	—	105
—	1	2	3	106
3	12	9	21	107
74	1	8	15	108
6	—	11	28	109
84	56	19	66	110
15	25	24	8	111
1	18	55	24	112
—	1	2	2	113
10	2	13	45	114
74	54	5	19	115
—	—	—	—	116
—	—	1	2	117
52	13	2	5	118

Table 10 — STORAGE — Canada — Non-Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		Grain Elevators	Storage and Warehousing
No.		No.	No.
Survey Coverage			
1	Reporting units	62	48
2	Employees.....	4,401	1,473
Standard Work Week		%	%
Hours per Week			
3	Under 40 hours.....	1	—
4	40 hours.....	62	55
5	Over 40 hours.....	27	40
Days per Week			
6	Less than 5	—	—
7	5	63	71
8	More than 5	27	24
Hours per Day			
9	Under 7½ hours	1	—
10	7½ hours	—	—
11	8 hours	86	69
12	Over 8 hours	3	26
13	No Standard Work Week	10	5
Overtime Provisions			
14	Have daily overtime provisions only	24	33
15	Have weekly overtime provisions only	—	3
16	Have daily and weekly overtime provisions	40	57
17	No overtime provisions	33	3
18	No established policy	1	2
19	No information	2	2

Table 10 — STORAGE — Canada — Non-Office Employees

— Continued —

		Grain Elevators	Storage and Warehousing
No.		%	%
Overtime Paid After a Work Period of:			
20	Per day — Less than 8 hours	—	—
21	8 hours	61	56
22	More than 8 hours	3	34
23	Per week — Less than 40 hours	—	—
24	40 hours	38	28
25	More than 40 hours	2	32
Daily Overtime Rates			
26	Initial rates — Time and a half	62	82
27	Double time	—	8
28	Other rates	1	—
29	No information	1	—
30	Increased rates — Double time	40	21
31	Double time and a half	—	8
32	Triple time	—	—
33	Other	—	—
Weekly Overtime Rates			
34	Initial rates — Time and a half	38	60
35	Double time	—	—
36	Other rates	—	—
37	No information	2	—
38	Increased rates — Double time	26	16
39	Double time and a half	—	—
40	Triple time	—	—
41	Other	—	—

Table 10 — STORAGE — Canada — Non-Office Employees

— Continued —

		Grain Elevators	Storage and Warehousing
No.		%	%
Paid Statutory or Public Holidays			
42	Provide such paid holidays.....	100	95
43	Do not provide such holidays.....	—	3
44	No established policy	—	2
45	No information	—	—
Number of Holidays per Year			
46	1 to 5 days	—	—
47	6 days	1	2
48	7 days	4	6
49	8 days	53	44
50	9 days	26	20
51	More than 9 days	15	22
52	Number not stated	1	1
Vacations With Pay			
53	Provide vacations with pay	100	100
54	Do not provide vacations	—	—
55	No established policy	—	—
56	No information	—	—
57	Vacations increase with service	78	86
58	Two weeks	78	86
59	After: 1 year or less.....	61	40
60	2 years	16	27
61	3 years	—	16
62	4 years	—	1
63	5 years	1	2
64	More than 5 years	—	—
65	No information on service required	—	—

Table 10 — STORAGE — Canada — Non-Office Employees

— Continued —

		Grain Elevators	Storage and Warehousing
No.		%	%
Vacations With Pay — Concluded			
66	Three weeks	60	72
67	After: Less than 10 years	9	15
68	10 years	—	17
69	11 to 14 years	2	13
70	15 years	35	13
71	16 to 19 years	2	8
72	20 years	12	6
73	More than 20 years	—	—
74	No information on service required	—	—
75	Four weeks	1	22
76	After: Less than 25 years	—	9
77	25 years	1	13
78	More than 25 years	—	—
79	No information on service required	—	—
80	Vacations do not increase with service	22	14
81	One week	1	1
82	After: 1 year or less	—	1
83	2 years	—	—
84	More than 2 years	—	—
85	No information on service required	1	—
86	Two weeks	17	13
87	After: 1 year or less	17	13
88	2 years	—	—
89	More than 2 years	—	—
90	No information on service required	—	—
91	Three weeks or more	4	—
92	No information on length of fixed vacation	—	—

Table 10 — STORAGE — Canada — Non-Office Employees

— Concluded —

		Grain Elevators	Storage and Warehousing
		%	%
No.			
Paid Bereavement Leave			
93	Provide paid bereavement leave	68	41
94	Do not provide paid bereavement leave ...	6	22
95	No established policy	26	37
96	No information	—	—
Rate of Pay for Bereavement Leave			
97	Regular straight-time pay	32	32
98	Less than regular straight-time pay	—	—
99	No information	36	9
Number of Days for Which Pay is Granted			
Full pay:			
100	1 day	1	8
101	2 days	3	6
102	3 days	6	5
103	Other	18	3
104	No information	4	10
Paid Jury Duty Leave			
105	Provide compensation for jury duty leave	44	26
106	Do not provide compensation for jury duty leave	17	31
107	No established policy	35	43
108	No information	4	—
Rate of Pay for Jury Duty Leave			
109	Regular straight-time pay	15	6
110	Difference between straight-time and jury duty fee	4	13
111	Other	—	—
112	No information	25	7
Collective Agreements			
113	Percentage of employees covered.....	53	65

Table 11 — STORAGE — Canada — Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		Grain Elevators	Storage and Warehousing
No.		No.	No.
Survey Coverage			
1	Reporting units	60	49
2	Employees	1, 175	556
Standard Work Week		%	%
Hours per Week			
3	Under 35 hours	14	2
4	35 hours	45	13
5	Over 35 and under 37½ hours	16	12
6	37½ hours	17	43
7	Over 37½ hours	8	30
Days per Week			
8	Less than 5	—	—
9	5	93	89
10	More than 5	7	11
Hours per Day			
11	Under 7½ hours	66	27
12	7½ hours	28	44
13	8 hours	4	26
14	Over 8 hours	2	3
15	No Standard Work Week	—	—
Overtime Provisions			
16	Have daily overtime provisions only	19	8
17	Have weekly overtime provisions only	3	—
18	Have daily and weekly overtime provisions	37	8
19	No overtime provisions	14	56
20	No established policy	5	23
21	No information	22	5

Table 11 — STORAGE — Canada — Office Employees

— Continued —

		Grain Elevators	Storage and Warehousing
No.		%	%
Compensation Provided After a Work Period of:			
22	Per day — Less than 7½ hours	16	3
23	7½ hours	5	9
24	8 hours	33	3
25	More than 8 hours	2	1
26	Per week — Less than 37½ hours	17	4
27	37½ hours	—	2
28	More than 37½ hours and under 40 hours	1	—
29	40 hours	21	2
30	More than 40 hours	1	—
Type of Compensation			
Per day:			
Monetary payments only:			
31	Straight time	—	—
32	Time and a quarter	—	—
33	Time and a half	51	2
34	Double time	—	—
35	Other monetary payment	—	—
36	Compensating time off only	2	6
37	Combination of monetary payment and time off	3	7
38	No information	—	1
Per week:			
Monetary payments only:			
39	Straight time	—	—
40	Time and a quarter	—	—
41	Time and a half	38	2
42	Double time	—	—
43	Other monetary payment	—	—
44	Compensating time off only	2	6
45	Combination of monetary payment and time off	—	—
46	No information	—	—

Table 11 -- STORAGE -- Canada -- Office Employees

-- Continued --

		Grain Elevators	Storage and Warehousing
No.		%	%
Paid Statutory or Public Holidays			
47	Provide such paid holidays	100	99
48	Do not provide such holidays	—	—
49	No established policy	—	1
50	No information	—	—
Number of Holidays per Year			
51	1 to 5 days	—	—
52	6 days	—	5
53	7 days	2	7
54	8 days	21	31
55	9 days	27	23
56	More than 9 days	48	30
57	Number not stated	2	3
Vacations With Pay			
58	Provide vacations with pay	99	100
59	Do not provide vacations	—	—
60	No established policy	—	—
61	No information	1	—
62	Vacations increase with service	75	85
63	Two weeks	65	85
64	After: 1 year or less	64	72
65	2 years	—	12
66	3 years	—	1
67	4 years	—	—
68	5 years	—	—
69	More than 5 years	1	—
70	No information on service required	—	—

Table 11 — STORAGE — Canada — Office Employees

— Continued —

		Grain Elevators	Storage and Warehousing
No.		%	%
Vacations With Pay — Concluded			
71	Three weeks.....	71	66
72	After: Less than 10 years	31	13
73	10 years	1	33
74	11 to 14 years	3	7
75	15 years	36	11
76	16 to 19 years	—	—
77	20 years	—	1
78	More than 20 years	—	1
79	No information on service required	—	—
80	Four weeks.....	9	23
81	After: Less than 25 years	—	12
82	25 years	9	11
83	More than 25 years	—	—
84	No information on service required	—	—
85	Vacations do not increase with service	25	15
86	One week	—	—
87	After: 1 year or less.....	—	—
88	2 years	—	—
89	More than 2 years	—	—
90	No information on service required	—	—
91	Two weeks	6	10
92	After: 1 year or less.....	6	10
93	2 years	—	—
94	More than 2 years	—	—
95	No information on service required	—	—
96	Three weeks or more.....	19	5
97	No information on length of fixed vacation	—	—

Table 11 — STORAGE — Canada — Office Employees

— Concluded —

		Grain Elevators	Storage and Warehousing
No.		%	%
Paid Bereavement Leave			
98	Provide paid bereavement leave.....	86	50
99	Do not provide paid bereavement leave.....	3	14
100	No established policy	11	36
101	No information.....	—	—
Rate of Pay for Bereavement Leave			
102	Regular straight-time pay	86	49
103	Less than regular straight-time pay.....	—	—
104	No information.....	—	1
Number of Days for Which Pay is Granted			
Full pay:			
105	1 day	2	7
106	2 days	2	1
107	3 days	9	16
108	Other	38	9
109	No information	35	16
Paid Jury Duty Leave			
110	Provide compensation for jury duty leave..	80	28
111	Do not provide compensation for jury duty leave.....	9	24
112	No established policy	9	48
113	No information	2	—
Rate of Pay for Jury Duty Leave			
114	Regular straight-time pay	75	17
115	Difference between straight-time and jury duty fee	5	11
116	Other	—	—
117	No information.....	—	—
Collective Agreements			
118	Percentage of employees covered	9	1

Table 12 — PUBLIC UTILITIES AND COMMUNICATIONS — Canada — Non-Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		Electric Power, Gas and Water Utilities	Telephone Communications	Radio and Television
No.		No.	No.	No.
	Survey Coverage			
1	Reporting units	206	53	129
2	Employees.....	30, 223	26,295	5, 952
	Standard Work Week	%	%	%
	Hours per Week			
3	Under 40 hours.....	—	—	11
4	40 hours.....	88	97	73
5	Over 40 hours.....	12	3	11
	Days per Week			
6	Less than 5	—	—	—
7	5	97	100	72
8	More than 5	3	—	23
	Hours per Day			
9	Under 7½ hours	—	—	15
10	7½ hours	—	—	3
11	8 hours	99	97	76
12	Over 8 hours	1	3	1
13	No Standard Work Week	—	—	5
	Overtime Provisions			
14	Have daily overtime provisions only	51	66	3
15	Have weekly overtime provisions only	2	—	4
16	Have daily and weekly overtime provisions	45	34	67
17	No overtime provisions	2	—	16
18	No established policy	—	—	7
19	No information	—	—	3

Table 12 — PUBLIC UTILITIES AND COMMUNICATIONS — Canada — Non-Office Employees

— Continued —

		Electric Power, Gas and Water Utilities	Telephone Communications	Radio and Television
No.		%	%	%
Overtime Paid After a Work Period of:				
20	Per day — Less than 8 hours	—	—	5
21	8 hours	95	97	63
22	More than 8 hours	1	3	2
23	Per week — Less than 40 hours	—	—	4
24	40 hours	43	31	63
25	More than 40 hours	4	3	4
Daily Overtime Rates				
26	Initial rates — Time and a half	94	90	67
27	Double time	1	10	—
28	Other rates	1	—	3
29	No information	—	—	—
30	Increased rates — Double time	66	18	1
31	Double time and a half	3	1	—
32	Triple time	—	—	—
33	Other	1	—	—
Weekly Overtime Rates				
34	Initial rates — Time and a half	46	25	69
35	Double time	1	9	—
36	Other rates	—	—	2
37	No information	—	—	—
38	Increased rates — Double time	19	5	—
39	Double time and a half	3	1	—
40	Triple time	—	—	—
41	Other	1	—	1

Table 12 — PUBLIC UTILITIES AND COMMUNICATIONS — Canada — Non-Office Employees

— Continued —

		Electric Power, Gas and Water Utilities	Telephone Communications	Radio and Television
No.		%	%	%
Paid Statutory or Public Holidays				
42	Provide such paid holidays.....	100	100	96
43	Do not provide such holidays.....	—	—	3
44	No established policy	—	—	1
45	No information	—	—	—
Number of Holidays per Year				
46	1 to 5 days	—	—	2
47	6 days	1	—	1
48	7 days	1	2	7
49	8 days	10	58	11
50	9 days	56	26	7
51	More than 9 days	32	14	63
52	Number not stated	—	—	5
Vacations With Pay				
53	Provide vacations with pay	100	100	100
54	Do not provide vacations	—	—	—
55	No established policy	—	—	—
56	No information	—	—	—
57	Vacations increase with service	97	100	93
58	Two weeks	88	86	33
59	After: 1 year or less.....	66	85	31
60	2 years	19	1	2
61	3 years	2	—	—
62	4 years	—	—	—
63	5 years	1	—	—
64	More than 5 years	—	—	—
65	No information on service required	—	—	—

Table 12 — PUBLIC UTILITIES AND COMMUNICATIONS — Canada — Non-Office Employees

— Continued —

		Electric Power, Gas and Water Utilities	Telephone Communications	Radio and Television
No.		%	%	%
	Vacations With Pay — Concluded			
66	Three weeks	94	99	82
67	After: Less than 10 years	24	38	75
68	10 years	38	—	3
69	11 to 14 years	2	—	—
70	15 years	29	61	3
71	16 to 19 years	—	—	—
72	20 years	—	—	1
73	More than 20 years	1	—	—
74	No information on service required	—	—	—
75	Four weeks	75	93	60
76	After: Less than 25 years	5	1	3
77	25 years	58	26	57
78	More than 25 years	12	66	—
79	No information on service required	—	—	—
80	Vacations do not increase with service	3	—	7
81	One week	—	—	—
82	After: 1 year or less	—	—	—
83	2 years	—	—	—
84	More than 2 years	—	—	—
85	No information on service required	—	—	—
86	Two weeks	—	—	4
87	After: 1 year or less	—	—	4
88	2 years	—	—	—
89	More than 2 years	—	—	—
90	No information on service required	—	—	—
91	Three weeks or more	3	—	3
92	No information on length of fixed vacation	—	—	—

Table 12 — PUBLIC UTILITIES AND COMMUNICATIONS — Canada — Non-Office Employees

— Concluded —

		Electric Power, Gas and Water Utilities	Telephone Communications	Radio and Television
		%	%	%
No.				
Paid Bereavement Leave				
93	Provide paid bereavement leave	94	100	90
94	Do not provide paid bereavement leave	4	—	2
95	No established policy	2	—	8
96	No information	—	—	—
Rate of Pay for Bereavement Leave				
97	Regular straight-time pay	89	100	89
98	Less than regular straight-time pay	—	—	—
99	No information	5	—	1
Number of Days for Which Pay is Granted				
Full pay:				
100	1 day	2	—	—
101	2 days	—	—	1
102	3 days	67	34	68
103	Other	14	60	9
104	No information	6	6	11
Paid Jury Duty Leave				
105	Provide compensation for jury duty leave	79	99	80
106	Do not provide compensation for jury duty leave	8	—	3
107	No established policy	12	1	17
108	No information	1	—	—
Rate of Pay for Jury Duty Leave				
109	Regular straight-time pay	48	88	20
110	Difference between straight-time and jury duty fee	27	10	60
111	Other	2	1	—
112	No information	2	—	—
Collective Agreements				
113	Percentage of employees covered	71	95	64

Table 13 — PUBLIC UTILITIES AND COMMUNICATIONS — Canada — Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		Electric Power, Gas and Water Utilities	Telephone Communications	Radio and Television
		No.	No.	No.
No.				
	Survey Coverage			
1	Reporting units	192	52	160
2	Employees	20,103	23,658	6,723
	Standard Work Week	%	%	%
	Hours per Week			
3	Under 35 hours	3	—	1
4	35 hours	50	1	7
5	Over 35 and under 37½ hours	15	—	65
6	37½ hours	26	92	6
7	Over 37½ hours	6	7	20
	Days per Week			
8	Less than 5	—	—	—
9	5	100	100	82
10	More than 5	—	—	17
	Hours per Day			
11	Under 7½ hours	67	2	81
12	7½ hours	26	93	6
13	8 hours	7	5	12
14	Over 8 hours	—	—	—
15	No Standard Work Week	—	—	1
	Overtime Provisions			
16	Have daily overtime provisions only	14	14	2
17	Have weekly overtime provisions only	40	—	66
18	Have daily and weekly overtime provisions	25	81	7
19	No overtime provisions	15	5	13
20	No established policy	2	—	8
21	No information	4	—	4

Table 13 — PUBLIC UTILITIES AND COMMUNICATIONS — Canada — Office Employees

— Continued —

	Electric Power, Gas and Water Utilities	Telephone Communications	Radio and Television	
No.	%	%	%	
Compensation Provided After a Work Period of:				
22	Per day — Less than 7½ hours	21	2	5
23	7½ hours	17	84	—
24	8 hours	1	9	4
25	More than 8 hours	—	—	—
26	Per week — Less than 37½ hours	50	2	3
27	37½ hours	9	78	2
28	More than 37½ hours and under 40 hours	—	1	1
29	40 hours	6	—	63
30	More than 40 hours	—	—	4
Type of Compensation				
Per day:				
Monetary payments only:				
31	Straight time	9	5	2
32	Time and a quarter	—	—	—
33	Time and a half	25	90	4
34	Double time	1	—	—
35	Other monetary payment	—	—	1
36	Compensating time off only	4	—	1
37	Combination of monetary payment and time off	—	—	1
38	No information	—	—	—
Per week:				
Monetary payments only:				
39	Straight time	8	—	2
40	Time and a quarter	—	—	—
41	Time and a half	20	81	7
42	Double time	—	—	—
43	Other monetary payment	34	—	2
44	Compensating time off only	3	—	1
45	Combination of monetary payment and time off	—	—	61
46	No information	—	—	—

Table 13 — PUBLIC UTILITIES AND COMMUNICATIONS — Canada — Office Employees

— Continued —

		Electric Power, Gas and Water Utilities	Telephone Communications	Radio and Television
No.		%	%	%
Paid Statutory or Public Holidays				
47	Provide such paid holidays	100	100	96
48	Do not provide such holidays	—	—	2
49	No established policy	—	—	2
50	No information	—	—	—
Number of Holidays per Year				
51	1 to 5 days	—	—	1
52	6 days	—	—	2
53	7 days	1	—	2
54	8 days	6	73	12
55	9 days	57	11	8
56	More than 9 days	36	16	68
57	Number not stated	—	—	3
Vacations With Pay				
58	Provide vacations with pay	100	100	100
59	Do not provide vacations	—	—	—
60	No established policy	—	—	—
61	No information	—	—	—
62	Vacations increase with service	99	100	93
63	Two weeks	95	89	33
64	After: 1 year or less	92	88	29
65	2 years	2	1	4
66	3 years	1	—	—
67	4 years	—	—	—
68	5 years	—	—	—
69	More than 5 years	—	—	—
70	No information on service required	—	—	—

Table 13 — PUBLIC UTILITIES AND COMMUNICATIONS — Canada — Office Employees

— Continued —

		Electric Power, Gas and Water Utilities	Telephone Communications	Radio and Television
No.		%	%	%
	Vacations With Pay — Concluded			
71	Three weeks.....	97	100	83
72	After: Less than 10 years	16	26	76
73	10 years	44	—	5
74	11 to 14 years	1	—	—
75	15 years	35	74	2
76	16 to 19 years	—	—	—
77	20 years	—	—	—
78	More than 20 years	1	—	—
79	No information on service required	—	—	—
80	Four weeks.....	81	98	63
81	After: Less than 25 years	3	1	1
82	25 years	63	20	61
83	More than 25 years	15	77	1
84	No information on service required	—	—	—
85	Vacations do not increase with service	1	—	7
86	One week	—	—	—
87	After: 1 year or less.....	—	—	—
88	2 years	—	—	—
89	More than 2 years	—	—	—
90	No information on service required	—	—	—
91	Two weeks	—	—	6
92	After: 1 year or less.....	—	—	6
93	2 years	—	—	—
94	More than 2 years	—	—	—
95	No information on service required	—	—	—
96	Three weeks or more.....	1	—	1
97	No information on length of fixed vacation	—	—	—

Table 13 — PUBLIC UTILITIES AND COMMUNICATIONS — Canada — Office Employees

— Concluded —

		Electric Power, Gas and Water Utilities	Telephone Communications	Radio and Television
No.		%	%	%
Paid Bereavement Leave				
98	Provide paid bereavement leave.....	99	100	89
99	Do not provide paid bereavement leave.....	—	—	2
100	No established policy	1	—	8
101	No information.....	—	—	1
Rate of Pay for Bereavement Leave				
102	Regular straight-time pay	97	100	88
103	Less than regular straight-time pay.....	—	—	1
104	No information.....	2	—	—
Number of Days for Which Pay is Granted				
Full pay:				
105	1 day	—	—	—
106	2 days	—	—	—
107	3 days	74	23	70
108	Other	16	74	9
109	No information	7	3	9
Paid Jury Duty Leave				
110	Provide compensation for jury duty leave..	81	99	79
111	Do not provide compensation for jury duty leave.....	5	—	2
112	No established policy	13	1	18
113	No information	1	—	1
Rate of Pay for Jury Duty Leave				
114	Regular straight-time pay	55	94	17
115	Difference between straight-time and jury duty fee	23	5	62
116	Other	2	—	—
117	No information.....	1	—	—
Collective Agreements				
118	Percentage of employees covered.....	35	60	31

Table 14 — MUNICIPAL PUBLIC WORKS DEPARTMENTS — Canada — Non-office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		No.
	Survey Coverage	
1	Reporting units	240
2	Employees.....	30,056
	Standard Work Week	%
	Hours per Week	
3	Under 40 hours.....	—
4	40 hours.....	83
5	Over 40 hours.....	17
	Days per Week	
6	Less than 5	—
7	5	87
8	More than 5	13
	Hours per Day	
9	Under 7½ hours	—
10	7½ hours	—
11	8 hours	95
12	Over 8 hours	5
13	No Standard Work Week.....	—
	Overtime Provisions	
14	Have daily overtime provisions only	27
15	Have weekly overtime provisions only	1
16	Have daily and weekly overtime provisions	66
17	No overtime provisions	5
18	No established policy	—
19	No information	1

Table 14 — MUNICIPAL PUBLIC WORKS DEPARTMENTS — Canada — Non-Office Employees

— Continued —

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		%
Overtime Paid After a Work Period of:		
20	Per day — Less than 8 hours	—
21	8 hours	90
22	More than 8 hours	3
23	Per week — Less than 40 hours	—
24	40 hours	56
25	More than 40 hours	11
Daily Overtime Rates		
26	Initial rates — Time and a half	92
27	Double time	—
28	Other rates	1
29	No information	—
30	Increased rates — Double time	34
31	Double time and a half	—
32	Triple time	—
33	Other	1
Weekly Overtime Rates		
34	Initial rates — Time and a half	67
35	Double time	—
36	Other rates	—
37	No information	—
38	Increased rates — Double time	29
39	Double time and a half	—
40	Triple time	—
41	Other	1

Table 14 -- MUNICIPAL PUBLIC WORKS DEPARTMENTS -- Canada -- Non-Office Employees

-- Continued --

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		%
Paid Statutory or Public Holidays		
42	Provide such paid holidays.....	100
43	Do not provide such holidays.....	—
44	No established policy	—
45	No information	—
Number of Holidays per Year		
46	1 to 5 days	—
47	6 days	1
48	7 days	1
49	8 days	4
50	9 days	18
51	More than 9 days	75
52	Number not stated	1
Vacations With Pay		
53	Provide vacations with pay	100
54	Do not provide vacations	—
55	No established policy	—
56	No information	—
57	Vacations increase with service	97
58	Two weeks	94
59	After: 1 year or less.....	71
60	2 years	10
61	3 years	6
62	4 years	—
63	5 years	4
64	More than 5 years	3
65	No information on service required	—

Table 14 — MUNICIPAL PUBLIC WORKS DEPARTMENTS — Canada — Non-Office Employees

— Continued —

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		%
	Vacations With Pay — Concluded	
66	Three weeks	96
67	After: Less than 10 years	27
68	10 years	48
69	11 to 14 years	4
70	15 years	17
71	16 to 19 years	—
72	20 years	—
73	More than 20 years	—
74	No information on service required	—
75	Four weeks	66
76	After: Less than 25 years	23
77	25 years	43
78	More than 25 years	—
79	No information on service required	—
80	Vacations do not increase with service ...	3
81	One week	—
82	After: 1 year or less	—
83	2 years	—
84	More than 2 years	—
85	No information on service required	—
86	Two weeks	1
87	After: 1 year or less	1
88	2 years	—
89	More than 2 years	—
90	No information on service required	—
91	Three weeks or more	2
92	No information on length of fixed vacation	—

Table 14 — MUNICIPAL PUBLIC WORKS DEPARTMENTS — Canada — Non-Office Employees

— Concluded —

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		%
Paid Bereavement Leave		
93	Provide paid bereavement leave	87
94	Do not provide paid bereavement leave	2
95	No established policy	11
96	No information	—
Rate of Pay for Bereavement Leave		
97	Regular straight-time pay	86
98	Less than regular straight-time pay	—
99	No information	1
Number of Days for Which Pay is Granted		
Full pay:		
100	1 day	1
101	2 days	1
102	3 days	62
103	Other	19
104	No information	3
Paid Jury Duty Leave		
105	Provide compensation for jury duty leave	62
106	Do not provide compensation for jury duty leave	14
107	No established policy	21
108	No information	3
Rate of Pay for Jury Duty Leave		
109	Regular straight-time pay	18
110	Difference between straight-time and jury duty fee	35
111	Other	—
112	No information	9
Collective Agreements		
113	Percentage of employees covered	81

Table 15 -- MUNICIPAL PUBLIC WORKS DEPARTMENTS -- Canada -- Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 than

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		No.
Survey Coverage		
1	Reporting units	207
2	Employees	13,944
Standard Work Week		%
Hours per Week		
3	Under 35 hours	16
4	35 hours	65
5	Over 35 and under 37½ hours	10
6	37½ hours	6
7	Over 37½ hours	3
Days per Week		
8	Less than 5	—
9	5	98
10	More than 5	2
Hours per Day		
11	Under 7½ hours	92
12	7½ hours	6
13	8 hours	2
14	Over 8 hours	—
15	No Standard Work Week	—
Overtime Provisions		
16	Have daily overtime provisions only	28
17	Have weekly overtime provisions only	—
18	Have daily and weekly overtime provisions	63
19	No overtime provisions	7
20	No established policy	1
21	No information	1

Table 15 — MUNICIPAL PUBLIC WORKS DEPARTMENTS — Canada — Office Employees

— Continued —

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		%
Compensation Provided After a Work Period of:		
22	Per day — Less than 7½ hours	69
23	7½ hours	5
24	8 hours	1
25	More than 8 hours	16
26	Per week — Less than 37½ hours	57
27	37½ hours	5
28	More than 37½ hours and under 40 hours	—
29	40 hours	1
30	More than 40 hours	—
Type of Compensation		
Per day:		
Monetary payments only:		
31	Straight time	31
32	Time and a quarter	—
33	Time and a half	29
34	Double time	—
35	Other monetary payment	10
36	Compensating time off only	6
37	Combination of monetary payment and time off	15
38	No information	—
Per week:		
Monetary payments only:		
39	Straight time	16
40	Time and a quarter	—
41	Time and a half	25
42	Double time	—
43	Other monetary payment	2
44	Compensating time off only	5
45	Combination of monetary payment and time off	15
46	No information	—

Table 15 — MUNICIPAL PUBLIC WORKS DEPARTMENTS — Canada — Office Employees

— Continued —

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		%
Paid Statutory or Public Holidays		
47	Provide such paid holidays	100
48	Do not provide such holidays	—
49	No established policy	—
50	No information	—
Number of Holidays per Year		
51	1 to 5 days	—
52	6 days	—
53	7 days	—
54	8 days	1
55	9 days	21
56	More than 9 days	77
57	Number not stated	1
Vacations With Pay		
58	Provide vacations with pay	100
59	Do not provide vacations	—
60	No established policy	—
61	No information	—
62	Vacations do not increase with service ...	98
63	Two weeks	95
64	After: 1 year or less	90
65	2 years	2
66	3 years	1
67	4 years	—
68	5 years	—
69	More than 5 years	2
70	No information on service required	—

Table 15 - MUNICIPAL PUBLIC WORKS DEPARTMENTS - Canada - Office Employees

- Continued -

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		%
	Vacations With Pay - Concluded	
71	Three weeks.....	97
72	After: Less than 10 years	31
73	10 years	56
74	11 to 14 years	1
75	15 years	9
76	16 to 19 years	-
77	20 years	-
78	More than 20 years	-
79	No information on service required	-
80	Four weeks.....	82
81	After: Less than 25 years	28
82	25 years	54
83	More than 25 years	-
84	No information on service required	-
85	Vacations do not increase with service	2
86	One week	-
87	After: 1 year or less.....	-
88	2 years	-
89	More than 2 years	-
90	No information on service required	-
91	Two weeks	1
92	After: 1 year or less.....	1
93	2 years	-
94	More than 2 years	-
95	No information on service required	-
96	Three weeks or more.....	1
97	No information on length of fixed vacation	-

Table 15 — MUNICIPAL PUBLIC WORKS DEPARTMENTS — Canada — Office Employees

— Concluded —

		MUNICIPAL PUBLIC WORKS DEPARTMENTS
No.		%
Paid Bereavement Leave		
98	Provide paid bereavement leave.....	81
99	Do not provide paid bereavement leave.....	1
100	No established policy	18
101	No information.....	—
Rate of Pay for Bereavement Leave		
102	Regular straight-time pay	81
103	Less than regular straight-time pay.....	—
104	No information.....	—
Number of Days for Which Pay is Granted		
Full pay:		
105	1 day	—
106	2 days	1
107	3 days	46
108	Other	28
109	No information	6
Paid Jury Duty Leave		
110	Provide compensation for jury duty leave.	81
111	Do not provide compensation for jury duty leave.....	4
112	No established policy	13
113	No information	2
Rate of Pay for Jury Duty Leave		
114	Regular straight-time pay	18
115	Difference between straight-time and jury duty fee	63
116	Other	—
117	No information.....	—
Collective Agreements		
118	Percentage of employees covered	77

Table 16 — SERVICE — Canada — Non-Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		HOTELS	RESTAURANTS	LAUNDRIES AND DRY CLEANING
No.		No.	No.	No.
	Survey Coverage			
1	Reporting units	397	488	299
2	Employees.....	22,439	19,266	14,065
		%	%	%
	Standard Work Week			
	Hours per Week			
3	Under 40 hours.....	1	5	2
4	40 hours.....	48	18	29
5	Over 40 hours.....	48	71	68
	Days per Week			
6	Less than 5	—	—	1
7	5	50	26	66
8	More than 5	47	68	32
	Hours per Day			
9	Under 7½ hours	5	8	1
10	7½ hours	3	3	—
11	8 hours	85	69	49
12	Over 8 hours	4	14	49
13	No Standard Work Week	3	6	1
	Overtime Provisions			
14	Have daily overtime provisions only	22	8	8
15	Have weekly overtime provisions only	7	16	19
16	Have daily and weekly overtime provisions	45	33	44
17	No overtime provisions	16	25	17
18	No established policy	7	12	6
19	No information	3	6	6

Table 16 - SERVICE - Canada - Non-Office Employees

- Continued -

		HOTELS	RESTAURANTS	LAUNDRIES AND DRY CLEANING
No.		%	%	%
Overtime Paid After a Work Period of:				
20	Per day - Less than 8 hours	2	3	-
21	8 hours	63	31	23
22	More than 8 hours	2	7	29
23	Per week - Less than 40 hours	-	3	-
24	40 hours	29	8	16
25	More than 40 hours	23	38	47
Daily Overtime Rates				
26	Initial rates - Time and a half	64	37	52
27	Double time	1	-	-
28	Other rates	1	3	-
29	No information	1	1	-
30	Increased rates - Double time	4	1	3
31	Double time and a half	-	-	-
32	Triple time	-	-	-
33	Other	2	1	-
Weekly Overtime Rates				
34	Initial rates - Time and a half	48	46	60
35	Double time	1	-	-
36	Other rates	1	2	3
37	No information	2	1	-
38	Increased rates - Double time	1	1	3
39	Double time and a half	-	-	-
40	Triple time	-	-	-
41	Other	2	1	1

Table 16 — SERVICE — Canada — Non-Office Employees

— Continued —

		HOTELS	RESTAURANTS	LAUNDRIES AND DRY CLEANING
No.		%	%	%
Paid Statutory or Public Holidays				
42	Provide such paid holidays.....	84	57	86
43	Do not provide such holidays.....	10	32	9
44	No established policy	6	9	5
45	No information	—	2	—
Number of Holidays per Year				
46	1 to 5 days	15	20	22
47	6 days	11	3	6
48	7 days	31	5	11
49	8 days	15	8	22
50	9 days	8	6	18
51	More than 9 days	1	9	4
52	Number not stated	3	6	3
Vacations With Pay				
53	Provide vacations with pay	99	95	100
54	Do not provide vacations	—	1	—
55	No established policy	—	3	—
56	No information	1	1	—
57	Vacations increase with service	78	52	73
58	Two weeks	78	50	72
59	After: 1 year or less.....	26	17	21
60	2 years	42	17	12
61	3 years	7	6	13
62	4 years	—	—	3
63	5 years	3	10	21
64	More than 5 years	—	—	2
65	No information on service required	—	—	—

Table 16 — SERVICE — Canada — Non-Office Employees

— Continued —

No.		HOTELS	RESTAURANTS	LAUNDRIES AND DRY CLEANING
		%	%	%
	Vacations With Pay — Concluded			
66	Three weeks	54	26	38
67	After: Less than 10 years	16	14	3
68	10 years	6	3	5
69	11 to 14 years	—	1	6
70	15 years	31	2	17
71	16 to 19 years	—	—	1
72	20 years	1	6	5
73	More than 20 years	—	—	1
74	No information on service required	—	—	—
75	Four weeks	20	13	1
76	After: Less than 25 years	3	7	—
77	25 years	1	6	1
78	More than 25 years	16	—	—
79	No information on service required	—	—	—
80	Vacations do not increase with service ...	21	43	27
81	One week	12	27	20
82	After: 1 year or less	11	26	18
83	2 years	—	—	—
84	More than 2 years	—	—	—
85	No information on service required	1	1	2
86	Two weeks	8	15	6
87	After: 1 year or less	8	15	5
88	2 years	—	—	1
89	More than 2 years	—	—	—
90	No information on service required	—	—	—
91	Three weeks or more	—	—	—
92	No information on length of fixed vacation	1	1	1

Table 16 — SERVICE — Canada — Non-Office Employees

— Concluded —

		HOTELS	RESTAURANTS	LAUNDRIES AND DRY CLEANING
		%	%	%
No.				
Paid Bereavement Leave				
93	Provide paid bereavement leave	39	38	36
94	Do not provide paid bereavement leave ...	29	25	33
95	No established policy	31	35	30
96	No information	1	2	1
Rate of Pay for Bereavement Leave				
97	Regular straight-time pay	36	30	27
98	Less than regular straight-time pay	1	—	—
99	No information	2	8	9
Number of Days for Which Pay is Granted				
Full pay:				
100	1 day	3	3	3
101	2 days	2	1	4
102	3 days	19	14	11
103	Other	4	3	3
104	No information	8	9	6
Paid Jury Duty Leave				
105	Provide compensation for jury duty leave	26	31	25
106	Do not provide compensation for jury duty leave	33	16	27
107	No established policy	39	48	46
108	No information	2	5	2
Rate of Pay for Jury Duty Leave				
109	Regular straight-time pay	16	19	19
110	Difference between straight-time and jury duty fee	8	2	4
111	Other	—	—	—
112	No information	2	10	2
Collective Agreements				
113	Percentage of employees covered	53	7	25

Table 17 — TRADE — Canada — Non-Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

No.		Wholesale Trade	Retail Trade	
			Sales Employees	Others
No.		No.	No.	No.
	Survey Coverage			
1	Reporting units	1,903	2,614	2,161
2	Employees.....	45,790	93,770	66,180
	Standard Work Week	%	%	%
	Hours per Week			
3	Under 40 hours.....	5	11	10
4	40 hours.....	50	49	50
5	Over 40 hours.....	43	37	40
	Days per Week			
6	Less than 5	—	—	—
7	5	71	68	65
8	More than 5	27	29	35
	Hours per Day			
9	Under 7½ hours	2	7	4
10	7½ hours	3	10	5
11	8 hours	67	62	68
12	Over 8 hours	26	18	23
13	No Standard Work Week	2	3	—
	Overtime Provisions			
14	Have daily overtime provisions only	17	5	12
15	Have weekly overtime provisions only	10	14	8
16	Have daily and weekly overtime provisions	41	41	51
17	No overtime provisions	22	21	21
18	No established policy	6	9	5
19	No information	4	10	3

Table 17 — TRADE — Canada — Non-Office Employees

— Continued —

No.		Wholesale Trade	Retail Trade	
			Sales Employees	Others
		%	%	%
	Overtime Paid After a Work Period of:			
20	Per day — Less than 8 hours	1	3	3
21	8 hours	40	35	51
22	More than 8 hours	17	8	9
23	Per week — Less than 40 hours	1	6	7
24	40 hours	28	34	35
25	More than 40 hours	22	15	17
	Daily Overtime Rates			
26	Initial rates — Time and a half	53	44	60
27	Double time	—	—	—
28	Other rates	4	1	1
29	No information	1	1	2
30	Increased rates — Double time	12	2	4
31	Double time and a half	—	—	—
32	Triple time	—	—	—
33	Other	1	—	—
	Weekly Overtime Rates			
34	Initial rates — Time and a half	48	53	56
35	Double time	—	—	—
36	Other rates	2	1	1
37	No information	1	1	2
38	Increased rates — Double time	9	2	4
39	Double time and a half	—	—	—
40	Triple time	—	—	—
41	Other	1	—	—

Table 17 - TRADE - Canada - Non-Office Employees

- Continued -

No.		Wholesale Trade	Retail Trade	
			Sales Employees	Others
		%	%	%
Paid Statutory or Public Holidays				
42	Provide such paid holidays.....	95	96	96
43	Do not provide such holidays.....	3	3	3
44	No established policy	2	1	1
45	No information	—	—	—
Number of Holidays per Year				
46	1 to 5 days	5	3	4
47	6 days	5	3	5
48	7 days	7	8	10
49	8 days	33	30	26
50	9 days	33	35	34
51	More than 9 days	9	9	12
52	Number not stated	3	8	5
Vacations With Pay				
53	Provide vacations with pay	99	99	100
54	Do not provide vacations	—	—	—
55	No established policy	1	—	—
56	No information	—	1	—
57	Vacations increase with service	83	92	88
58	Two weeks	82	92	88
59	After: 1 year or less.....	55	74	65
60	2 years	13	13	12
61	3 years	7	1	3
62	4 years	1	—	—
63	5 years	6	3	7
64	More than 5 years	—	1	1
65	No information on service required	—	—	—

Table 17 — TRADE — Canada — Non-Office Employees

— Continued —

No.		Wholesale Trade	Retail Trade	
			Sales Employees	Others
		%	%	%
	Vacations With Pay — Concluded			
66	Three weeks	59	77	68
67	After: Less than 10 years	11	38	44
68	10 years	20	12	7
69	11 to 14 years	2	11	3
70	15 years	18	13	10
71	16 to 19 years	—	—	—
72	20 years	2	1	2
73	More than 20 years	6	2	2
74	No information on service required	—	—	—
75	Four weeks	20	55	48
76	After: Less than 25 years	10	38	32
77	25 years	10	17	16
78	More than 25 years	—	—	—
79	No information on service required	—	—	—
80	Vacations do not increase with service ...	16	7	12
81	One week	5	2	4
82	After: 1 year or less	4	2	4
83	2 years	—	—	—
84	More than 2 years	—	—	—
85	No information on service required	1	—	—
86	Two weeks	11	4	7
87	After: 1 year or less	11	4	7
88	2 years	—	—	—
89	More than 2 years	—	—	—
90	No information on service required	—	—	—
91	Three weeks or more	—	—	—
92	No information on length of fixed vacation	—	1	1

Table 17 — TRADE — Canada — Non-Office Employees

— Concluded —

No		Wholesale Trade	Retail Trade	
			Sales Employees	Others
		%	%	%
	Paid Bereavement Leave			
93	Provide paid bereavement leave	70	83	76
94	Do not provide paid bereavement leave	6	4	6
95	No established policy	22	12	17
96	No information	2	1	1
	Rate of Pay for Bereavement Leave			
97	Regular straight-time pay	64	80	70
98	Less than regular straight-time pay	1	—	—
99	No information	5	3	6
	Number of Days for Which Pay is Granted			
	Full pay:			
100	1 day	2	1	1
101	2 days	4	1	2
102	3 days	26	55	47
103	Other	20	12	12
104	No information	12	11	8
	Paid Jury Duty Leave			
105	Provide compensation for jury duty leave	61	78	68
106	Do not provide compensation for jury duty leave	6	5	7
107	No established policy	31	15	22
108	No information	2	2	3
	Rate of Pay for Jury Duty Leave			
109	Regular straight-time pay	44	56	53
110	Difference between straight-time and jury duty fee	12	21	12
111	Other	1	—	—
112	No information	4	1	3
	Collective Agreements			
113	Percentage of employees covered	21	16	12

Table 18 — TRADE — Canada — Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		Wholesale Trade	Retail Trade
		No.	No.
No.			
Survey Coverage			
1	Reporting units	2, 144	2, 308
2	Employees	53, 668	39, 174
Standard Work Week		%	%
Hours per Week			
3	Under 35 hours	2	1
4	35 hours	21	5
5	Over 35 and under 37½ hours	7	4
6	37½ hours	34	15
7	Over 37½ hours	36	75
Days per Week			
8	Less than 5	—	—
9	5	90	82
10	More than 5	10	18
Hours per Day			
11	Under 7½ hours	31	15
12	7½ hours	37	20
13	8 hours	29	62
14	Over 8 hours	3	3
15	No Standard Work Week	—	—
Overtime Provisions			
16	Have daily overtime provisions only	13	10
17	Have weekly overtime provisions only	7	4
18	Have daily and weekly overtime provisions	36	56
19	No overtime provisions	26	16
20	No established policy	13	6
21	No information	5	8

Table 18 — TRADE — Canada — Office Employees

— Continued —

		Wholesale Trade	Retail Trade
No.		%	%
Compensation Provided After a Work Period of:			
22	Per day — Less than 7½ hours	8	6
23	7½ hours	18	7
24	8 hours	21	51
25	More than 8 hours	2	2
26	Per week — Less than 37½ hours	6	3
27	37½ hours	14	5
28	More than 37½ hours and under 40 hours	3	15
29	40 hours	16	33
30	More than 40 hours	4	4
Type of Compensation			
Per day:			
Monetary payments only:			
31	Straight time	10	4
32	Time and a quarter	1	—
33	Time and a half	30	54
34	Double time	—	—
35	Other monetary payment	4	1
36	Compensating time off only	1	1
37	Combination of monetary payment and time off	2	1
38	No information	1	5
Per week:			
Monetary payments only:			
39	Straight time	9	4
40	Time and a quarter	—	—
41	Time and a half	28	48
42	Double time	—	—
43	Other monetary payment	3	1
44	Compensating time off only	1	1
45	Combination of monetary payment and time off	1	1
46	No information	1	5

Table 18 — TRADE — Canada — Office Employees

— Continued —

		Wholesale Trade	Retail Trade
No.		%	%
Paid Statutory or Public Holidays			
47	Provide such paid holidays	98	97
48	Do not provide such holidays	1	1
49	No established policy	1	1
50	No information	—	1
Number of Holidays per Year			
51	1 to 5 days	1	2
52	6 days	2	2
53	7 days	8	7
54	8 days	39	23
55	9 days	35	44
56	More than 9 days	9	15
57	Number not stated	4	4
Vacations With Pay			
58	Provide vacations with pay	100	100
59	Do not provide vacations	—	—
60	No established policy	—	—
61	No information	—	—
62	Vacations increase with service	90	92
63	Two weeks	89	91
64	After: 1 year or less	79	80
65	2 years	8	7
66	3 years	1	1
67	4 years	—	—
68	5 years	1	2
69	More than 5 years	—	1
70	No information on service required	—	—

Table 18 — TRADE — Canada — Office Employees

— Continued —

		Wholesale Trade	Retail Trade
No.		%	%
	Vacations With Pay — Concluded		
71	Three weeks.....	75	79
72	After: Less than 10 years	12	53
73	10 years	28	8
74	11 to 14 years	3	4
75	15 years	25	11
76	16 to 19 years	—	—
77	20 years	2	1
78	More than 20 years	5	2
79	No information on service required	—	—
80	Four weeks.....	33	60
81	After: Less than 25 years	14	41
82	25 years	16	18
83	More than 25 years	3	1
84	No information on service required	—	—
85	Vacations do not increase with service	10	8
86	One week	1	1
87	After: 1 year or less.....	1	1
88	2 years	—	—
89	More than 2 years	—	—
90	No information on service required	—	—
91	Two weeks	8	7
92	After: 1 year or less.....	8	7
93	2 years	—	—
94	More than 2 years	—	—
95	No information on service required	—	—
96	Three weeks or more.....	1	—
97	No information on length of fixed vacation	—	—

Table 18 — TRADE — Canada — Office Employees

— Concluded —

		Wholesale Trade	Retail Trade
No.		%	%
Paid Bereavement Leave			
98	Provide paid bereavement leave.....	76	85
99	Do not provide paid bereavement leave.....	3	3
100	No established policy	20	11
101	No information.....	1	1
Rate of Pay for Bereavement Leave			
102	Regular straight-time pay	74	82
103	Less than regular straight-time pay.....	—	—
104	No information.....	2	3
Number of Days for Which Pay is Granted			
Full pay:			
105	1 day	2	1
106	2 days	3	1
107	3 days	28	60
108	Other	26	12
109	No information	15	8
Paid Jury Duty Leave			
110	Provide compensation for jury duty leave..	68	78
111	Do not provide compensation for jury duty leave.....	5	4
112	No established policy	26	16
113	No information	1	2
Rate of Pay for Jury Duty Leave			
114	Regular straight-time pay	55	65
115	Difference between straight-time and jury duty fee	13	13
116	Other	—	—
117	No information.....	—	—
Collective Agreements			
118	Percentage of reporting units having agreements	3	2
119	Percentage of employees covered		

Table 19 — FINANCE AND INSURANCE — Canada — Office Employees

All percentages in this table are proportions of the number of employees given under Survey Coverage at the top of each column. Percentages of less than 0.5 are designated by a dash (—).

		Banks	Life Insurance	Non-Life Insurance	Investment and Loan
		No.	No.	No.	No.
Survey Coverage					
1	Reporting units	21	126	262	641
2	Employees	65,310	19,010	14,511	21,080
Standard Work Week		%	%	%	%
Hours per Week					
3	Under 35 hours	1	4	8	3
4	35 hours	20	16	49	52
5	Over 35 and under 37½ hours	25	41	20	4
6	37½ hours	23	28	11	16
7	Over 37½ hours	31	11	12	23
Days per Week					
8	Less than 5	—	—	—	—
9	5	100	100	95	86
10	More than 5	—	—	5	12
Hours per Day					
11	Under 7½ hours	37	48	77	67
12	7½ hours	45	51	14	17
13	8 hours	18	1	9	13
14	Over 8 hours	—	—	—	1
15	No Standard Work Week	—	—	—	2
Overtime Provisions					
16	Have daily overtime provisions only	—	29	16	15
17	Have weekly overtime provisions only	76	14	2	10
18	Have daily and weekly overtime provisions	16	29	20	10
19	No overtime provisions	2	17	25	31
20	No established policy	6	5	28	26
21	No information	—	6	9	8

Table 19 — FINANCE AND INSURANCE — Canada — Office Employees

— Continued —

		Banks	Life Insurance	Non-Life Insurance	Investment and Loan
		%	%	%	%
No.					
Compensation Provided After a Work Period of:					
22	Per day — Less than 7½ hours	3	10	15	6
23	7½ hours	2	22	7	3
24	8 hours	11	15	9	10
25	More than 8 hours	—	11	5	6
26	Per week — Less than 37½ hours	3	14	13	4
27	37½ hours	2	8	6	3
28	More than 37½ hours and under 40 hours	—	—	1	—
29	40 hours	87	21	1	11
30	More than 40 hours	—	—	1	2
Type of Compensation					
Per day:					
Monetary payments only:					
31	Straight time	—	17	8	6
32	Time and a quarter	—	—	—	—
33	Time and a half	11	18	9	8
34	Double time	—	—	—	—
35	Other monetary payment	3	21	17	7
36	Compensating time off only	—	1	1	1
37	Combination of monetary payment and time off	2	—	—	2
38	No information	—	1	1	1
Per week:					
Monetary payments only:					
39	Straight time	—	6	5	9
40	Time and a quarter	—	—	—	—
41	Time and a half	87	30	8	8
42	Double time	—	—	—	—
43	Other monetary payment	3	5	7	1
44	Compensating time off only	—	1	1	1
45	Combination of monetary payment and time off	2	1	—	1
46	No information	—	—	1	—

Table 19 — FINANCE AND INSURANCE — Canada — Office Employees

— Continued —

		Banks	Life Insurance	Non-Life Insurance	Investment and Loan
No.		%	%	%	%
	Paid Statutory or Public Holidays				
47	Provide such paid holidays	100	100	99	98
48	Do not provide such holidays	—	—	1	2
49	No established policy	—	—	—	—
50	No information	—	—	—	—
	Number of Holidays per Year				
51	1 to 5 days	—	1	—	—
52	6 days	—	2	3	1
53	7 days	—	14	10	9
54	8 days	21	28	40	32
55	9 days	22	21	28	27
56	More than 9 days	57	34	11	23
57	Number not stated	—	—	7	6
	Vacations With Pay				
58	Provide vacations with pay	100	100	100	100
59	Do not provide vacations	—	—	—	—
60	No established policy	—	—	—	—
61	No information	—	—	—	—
62	Vacations increase with service	100	99	97	94
63	Two weeks	100	98	97	93
64	After: 1 year or less	100	97	96	91
65	2 years	—	1	—	1
66	3 years	—	—	—	—
67	4 years	—	—	—	—
68	5 years	—	—	—	—
69	More than 5 years	—	—	—	—
70	No information on service required	—	—	1	1

Table 19 — FINANCE AND INSURANCE — Canada — Office Employees

— Continued —

		Banks	Life Insurance	Non-Life Insurance	Investment and Loan
No.		%	%	%	%
	Vacations With Pay — Concluded				
71	Three weeks.....	100	98	92	92
72	After: Less than 10 years.....	91	6	18	21
73	10 years	—	44	26	51
74	11 to 14 years	—	1	1	7
75	15 years	3	45	35	9
76	16 to 19 years	—	—	—	—
77	20 years	6	1	7	2
78	More than 20 years	—	1	5	2
79	No information on service required	—	—	—	—
80	Four weeks.....	54	84	58	41
81	After: Less than 25 years.....	33	15	18	29
82	25 years	21	69	30	12
83	More than 25 years	—	—	10	—
84	No information on service required	—	—	—	—
85	Vacations do not increase with service	—	1	3	6
86	One week	—	—	—	—
87	After: 1 year or less.....	—	—	—	—
88	2 years	—	—	—	—
89	More than 2 years	—	—	—	—
90	No information on service required	—	—	—	—
91	Two weeks	—	1	2	2
92	After: 1 year or less.....	—	1	2	2
93	2 years	—	—	—	—
94	More than 2 years	—	—	—	—
95	No information on service required	—	—	—	—
96	Three weeks or more.....	—	—	1	4
97	No information on length of fixed vacation	—	—	—	—

Table 19 — FINANCE AND INSURANCE — Canada — Office Employees

— Concluded —

		Banks	Life Insurance	Non-Life Insurance	Investment and Loan
No.		%	%	%	%
Paid Bereavement Leave					
98	Provide paid bereavement leave.....	100	94	79	80
99	Do not provide paid bereavement leave.....	—	1	—	1
100	No established policy	—	5	19	15
101	No information.....	—	—	2	4
Rate of Pay for Bereavement Leave					
102	Regular straight-time pay	98	93	77	77
103	Less than regular straight-time pay.....	—	—	—	—
104	No information.....	2	1	2	3
Number of Days for Which Pay is Granted					
Full pay:					
105	1 day	—	1	2	3
106	2 days	—	1	1	1
107	3 days	49	52	23	27
108	Other	49	34	43	32
109	No information	—	5	8	14
Paid Jury Duty Leave					
110	Provide compensation for jury duty leave..	98	95	75	79
111	Do not provide compensation for jury duty leave.....	—	—	1	—
112	No established policy	2	5	20	17
113	No information	—	—	4	4
Rate of Pay for Jury Duty Leave					
114	Regular straight-time pay	98	93	72	67
115	Difference between straight-time and jury duty fee	—	2	3	8
116	Other	—	—	—	3
117	No information.....	—	—	—	1
Collective Agreements					
118	Percentage of employees covered	—	1	—	—

I 9 6 2

WORKING CONDITIONS SURVEY

Each year more than 20,000 employers participate in a survey of working conditions in Canadian industry conducted by the Economics and Research Branch of the Canadian Department of Labour. The results of this survey provide information on important working conditions by industry and by province. This information is used extensively by business, labour, and government in analyzing trends in personnel practices. The survey results are published in ***Working Conditions in Canadian industry*** (available from the Queen's Printer, Ottawa, Canada). Information submitted by individual employers is held in strict confidence.

INSTRUCTIONS FOR COMPLETING QUESTIONNAIRE

ESTABLISHMENT CHARACTERISTICS – The questionnaire includes a first section on establishment identification, principal activities, numbers of employees and standard work week. Provision is made for reporting separately for non-office and office employees.

NON-OFFICE EMPLOYEES – Include as non-office employees those non-supervisory workers directly engaged in the production of goods or services and the provision of maintenance and auxiliary services closely associated with production operations. Non-office employees are typically paid on an hourly basis.

OFFICE EMPLOYEES – Include as office employees those workers engaged in clerical, accounting, secretarial, sales, executive and administrative activities. Office employees are typically paid on a salaried basis.

WORKING CONDITIONS QUESTIONS – Questions dealing with various working conditions are asked under eight separate categories: "basic" questions in each category are in heavy print on the left side of the page and details are requested in the "supplementary" questions on the right side of the page indicated by the arrows. It is important to answer each of the "basic" questions. The "No Established Policy" answer is for use when you have no regular practice of the type described in the "basic" question and a "Yes" or "No" answer would be inappropriate. Where any of the eight "basic" questions is answered "Yes", the appropriate "supplementary" questions should also be answered.

MAJORITY CONDITIONS – Report working conditions applicable to the *majority* of workers in each of the two broad groups, non-office and office. Do not report any special conditions applying to proprietors, senior executives or other minority groups of employees.

REPORTING PERIOD – Information provided in reply to the questions in this form should be based on conditions prevailing in the last normal pay period preceding May 1, 1961.

Please complete and return the white copy of this questionnaire in the enclosed envelope *not later than May 31, 1961*. Your prompt co-operation will be appreciated. The blue copy is for your records. Further information regarding the completion of the survey forms or results of previous surveys may be obtained from the Economics and Research Branch, Department of Labour, Ottawa 4, Ontario.

Economics and Research Branch
Department of Labour.

(see overleaf)

ESTABLISHMENT IDENTIFICATION AND GENERAL STATISTICS

If this address is incorrect,
please amend.

Principal Activities

Products or Service in order of value

(1) _____

(2) _____

(3) _____

Number of Employees

State number of employees in this establishment as of May 1st, or last preceding pay day. If abnormal conditions prevailed such as temporary shut-downs or strikes, report for last preceding normal pay day.

18-22

Non-office

28-32

Office

Standard Work Week

State the number of hours and days normally scheduled for the majority of employees in this establishment.

Hours Per day 33-35	Hours Per week 36-38	Days Per week 39-40	Check below if No Standard Work Week
Non-office			
Office			

1. OVERTIME RATES FOR NON-OFFICE EMPLOYEES -

Do you pay non-office employees premium rates (i.e. rates higher than straight-time rates) for work performed in excess of normal daily or weekly hours?

Yes 1 ☐No 2 ☐

No established policy.

3 ☐

(a) After how many hours of work at straight-time rates are overtime premium rates paid?

Per day 58-59 ☐Per week 60-62 ☐

In (b) and (c) below answer for payment conditions applying to overtime work on normally scheduled week days and not for special conditions for sixth or seventh days and statutory or public holidays.

(b) Check below the total initial overtime rate i.e. straight-time plus premium.

Time and a half	Double time	Other
63 <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

(c) If the overtime rate checked above is increased after a given number of overtime hours worked in the day or week, to what total overtime rate is it increased? please check below:

Double time	Double time and a half	Triple time	Other
64 <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3	4

2. OVERTIME COMPENSATION FOR OFFICE EMPLOYEES -

Do your office employees receive extra compensation in money or time-off for work performed in excess of normal daily or weekly hours?

Yes 1 ☐No 2 ☐

No established policy.

3 ☐

(a) After how many hours of work is extra compensation in money or time off made?

Per day 74-76 ☐Per week 77-79 ☐

(b) If the extra compensation is only in the form of monetary payments (exclude meal and transportation allowances) check below the total rate paid:

Straight time	Time and a quarter	Time and a half	Double time	Other
80 <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3	4	5

(c) If the extra compensation is only in the form of compensating time off, check below:

80 ☐

6

(d) If the extra compensation is a combination of monetary payments and time off (exclude meal and transportation allowances) check below:

80 ☐

7

3. PAID STATUTORY OR PUBLIC HOLIDAYS -

Do you pay the majority of your employees for any holidays on which they do not normally work? (These holidays may include federal, provincial municipal, regularly observed religious or other holidays.)

Yes 1 ☐No 2 ☐

No established policy.

3 ☐

(a) How many days of the year do you designate as paid holidays?

Non-office
34-35Office
40-41

(b) What is the rate of pay for work required on a paid holiday? (check total rate of remuneration, i.e. straight-time rate plus premium if any)

	Non-office 34-35	Office 40-41
Straight-time	1 <input type="checkbox"/>	1 <input type="checkbox"/>
Time and a half	2 <input type="checkbox"/>	2 <input type="checkbox"/>
Double time	3 <input type="checkbox"/>	3 <input type="checkbox"/>
Double time and a half	4 <input type="checkbox"/>	4 <input type="checkbox"/>
Triple time	5 <input type="checkbox"/>	5 <input type="checkbox"/>
Equivalent time off only	6 <input type="checkbox"/>	6 <input type="checkbox"/>
Other provisions	7 <input type="checkbox"/>	7 <input type="checkbox"/>

4. VACATIONS WITH PAY -

Do you provide annual vacations with pay for your employees?

- Yes 1 43
- No 2
- No established policy.
3

(a) Check which of the following policies applies:

Non-office

Office

(i) Vacation increases as service increases

1 44

1 45

(ii) Vacation does not increase as service increases

2

2

(b) Please provide details of the plan, indicating the length of service required to qualify:

Paid Vacations of	Service Required to Qualify					
	Non-Office			Office		
	Months	or	Years	Months	or	Years
1 week 47-48						
2 weeks 49-50						
	Years			Years		
3 weeks 51-52						
4 weeks 53-54						

63-64

65-66

67-68

69-70

5. SEPARATION PAYMENTS -

Do you have a plan by which special payments* are made to employees who are permanently separated from employment with no expectation of recall?

- Yes 1 33
- No 2
- No established policy.
3

Under which of the following conditions are special payments made for permanent separation from employment?

Non-office

Office

(a) Permanent shutdown or transfer of part or all of operation.

34

44

(b) Lack of work due to changed methods of operation.

35

45

(c) Lack of work due to decline in volume of business.

36

46

(d) Physical or mental inability or unsuitability of regular employees to perform job.

37

47

(e) Other

38

48

* Exclude

1. Wages owing to employee up to date of separation.
2. Pay in lieu of notice.
3. Pay for accrued (unused) vacation credits.
4. Pay for accrued (unused) sick leave credits.
5. Pension benefits or refund of employee's contribution to pension fund (with or without interest), or special "bonus" payments directly related to retirement.
6. Employee's equity in a savings or profit-sharing plan.

6. COLLECTIVE AGREEMENTS -

Have you any written collective agreements* (in force or being negotiated) with one or more organizations representing your employees?

Yes

If "yes" list below the employees' organizations with which you have agreements. Indicate the number of employees in your establishment covered by each agreement.

No

* Establishments in the Province of Quebec; Mark "No" if you are covered only by a Decree administered by a Parity Committee.

Name of Employees' Organization Party to Agreement	Number of Employees Covered	
	Non-office	Office
<p style="text-align: center;">For Office Use only</p> <p style="text-align: center;">49 50-54 60-64</p> <p style="text-align: center;"><input type="text"/> <input type="text"/> <input type="text"/></p>		

(Use additional sheet if necessary)

(see overleaf)

7. PAID BEREAVEMENT LEAVE -

Do you compensate regular employees for time off in regular working hours due to bereavement in the immediate family (father, mother, spouse or children of employees)?

Yes 1

No 2

No established policy.

3

(a) Indicate the rate of pay for such leave:

(1) Regular straight-time pay

(2) Less than regular straight-time pay

(b) What is the maximum number of regular working days for which bereavement leave with pay is granted?

(1) One day

(2) Two days

(3) Three days

(4) Other

Non-office

Office

66

1

2

68

1

2

69

1

2

3

4

71

1

2

3

4

8. PAID JURY DUTY LEAVE -

Do you compensate employees for time off during regular working hours when required by law to serve on a jury?

Yes 1

No 2

No established policy.

3

Indicate the rate of pay for such leave:

(i) Regular straight-time pay

(ii) Difference between regular straight-time pay and juror's fee

(iii) Other

Non-office

Office

73

1

2

3

75

1

2

3

Date

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(Signature of official submitting this report)

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~~BR~~ Branch
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